

JOURNEY TO FREEDOM
SUMMARIES OF WORK GROUPS

(OWIM)
see p. 2
thanks marge
for you

STICKING IT OUT IN THE CHURCH

1. giving affirmation
2. always send more than one sister to any group or gathering
3. need for crisis teams
4. men use guilt as a power lever
5. change comes with TIME
6. support comes through feminist worship groups
7. plan to take over some local parish (all women)

INNER JOURNEY

1. indepth group journeiving
2. concerns of intimacy and sexuality

SEXUALITY/HOMOSEXUALITY IN THE CHURCH

"A time for everything under the sun"

1. come out and stay in
2. speak and listen
3. laugh and snarl
4. confront and heal
5. reflect and act
6. bomb and balm
7. expend and collect energy
8. theology of the Word made flesh
9. respect for diversity of gifts

HOMOPHOBIA

Causes

insecurity of others
teachings of the Church
ignorance
dependence on others' opinions
personal fears of being homosexual
lack of exposure to gays

Combatting

use of media
spokespersons, ministers, women press, etc.
support groups
coaxing employers to make statements about
open hiring, etc. as IBM
letters written affirming persons and lifestyles
women's bookstores
political pressure
sharing resources, people, etc.
using humor
using church facilities
keeping receipts and returning such to stores
indicating the amounts of money spent by gays

STRATEGIES FOR ALTERNATIVE SURVIVAL

1. establishing Freedom Village, Associates: a Community of Women contributing both financial and human resources for the good of each other and for the care and concern of women in surrounding communities
2. purchasing properties such as: farm buildings and land for living space, farming space and Retreat Center space
3. buying city apartment buildings and renovating for rental purposes
4. establishing a Restaurant for Women and their friends, providing Alternatives to Bars, resurrecting a Campground, offering courses in auto mechanics, natural cooking, etc.
5. Planning for Retirement Home space
6. Sharing and beginning small business concerns

PLANNING CONFERENCE OCTOBER 20-22 1PM Sat.-1PM Monday, a Holiday AT KIRKRIDGE

EVERYONE WELCOME PLANNING AND SHARING THROUGHOUT THE WEEKEND

24 spaces available now, Do we need more?

Cost: \$25 plus bring some food; we'll share our resources

Reserve space now by writing Kirkridge, Bangor, Pa. 18013

1980 2nd Annual Festival/Feminist /
Christian Conference
Kirkridge

Feb. 15-18	Fri-Mon (Holiday)
Mar. 21-23	Fri-Sun.
April 11-13	Fri-Sun
May 23-26	Fri-Mon (Holiday)

Send date preferences to
Lyne at Kirkridge by May 1st.

KIRKBRIDGE OCCASION
JOURNEY TO FREEDOM
MARCH 23-25, 1979

COWIN

Susan Arslanian
19 Prospect Pl
Madison, NJ 07940

Martha Blacklock

Veronica Colley Cunningham
9 Chauncy Street #23
Cambridge, MA 02138

Mary Sue Conley
90 Old Stow Road
Concord, MA 01742

Linda Brebner
150 Lincoln Street
Newton Highlands, MA 02161

Sandy Brawders
875 Bellevue Avenue
Trenton, NJ 08618

Ellen Ensig-Brodsky
16 Bittersweet Place
Huntington, NY 11743

Beverly Brophy
54 Ledgebrook Drive
South Norwalk, CT

Elizabeth Carl
30 Hickory Avenue
Takoma Park, MD 20012

Hope Chase
9655 Basket Ring Road #3
Columbia, MD 21045

Sheilah Burke
Box 1534
RD#1
Stroudsburg, PA 18360

Beth Collier
7206 Jennings Street
Spartansburg, SC 29303

Carole Etzler
1492-F Willow Lake Dr.
Atlanta, GA 30329

Georgia Fuller
605 N. Florida Street
Arlington, VA 22203

Jan Griesinger
18 North College
Athens, OH 45701

Carol Gradenwitz
22 McKenzie Avenue
Toronto, Canada M4W 1J9

~~Nancy Jackman
22 McKenzie Avenue
Toronto, Canada M4W 1J9~~

Penne Kenes
PO Box 6315
Philadelphia, PA 19139

Ellen Keyser
Apt. 916-
2201 Penna. Avenue
Philadelphia, PA 19130

Nancy Krody
PO Box 6315
Philadelphia, PA 19139

Jean Lane
16 Culver Avenue
Jersey City, NJ 07305

Frances Lynch
90 Old Stow Road
Concord, MA 01742

Patricia Malkin
16 Bittersweet Place
Huntington, NY 11743

Marie Marchant
Parkway House, Apt. 916
2201 Penna. Avenue
Philadelphia, PA 19130

Linda Merwarth
161 Lenox Avenue
East Stroudsburg, PA 18301

Bethel Mourant
7811 Pearl Street
New Orleans, LA 70118

Kate Murphy
22 Bigelow Street
Brighton, MA

Marge Ragona
Providence, RI



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Journey To Freedom
Page Two
March 23-25, 1979

Sandra Rogers
Box 587
Hagerstown, MD 21740

Roz Judy
Box 587
Hagerstown, MD 21740

Kathryn Piccard
10 Quint Avenue #3
Allston, MA 02134

~~Marilyn Spence
115 Seir Hill Road
Wilton, CT 06897~~

Donna Szeker
West State Street
Trenton, NJ 08618

Lynne Josselyn
Kirkridge
RD#3
Bangor, PA 18013

Bernardine Thompson
140 Carlton Street #518
Toronto, Ontario M5A 3W7

Bernadine Veri
316 South Main Street
Slippery Rock, PA 16057

Pam Vaccaro
316 South Main Street
Slippery Rock, PA 16057

Lisa Von Pier
875 Bellevue Avenue
Trenton, NJ 08618

Kim Whaley
7206 Jennings Street
Spartansburg, SC 29303

PCL WOMEN IN MINISTRY

FINANCIAL EXHIBITS

<u>INCOME</u>	1979	1978	
	Proposed Amended Budget	Budgeted	Actual
Member denominations**	\$6,600	\$4,960	\$6,075.00
Individuals	20	100	-0-
Related organizations**	2,600	-0-	1,082.50
Registrations & memberships	5,300	4,700	5,009.50
Sales	-0-	300	-0-
Misc.	10	100	-0-
*Balances budgeted	3,600	-0-	-0-
Ethnic Task Force			
*Balances budgeted	340	340	340.00
Gay Issues Task Force			
Sales	100	-0-	197.86
*Balances budgeted	40	20	20.00
Women in Theological Ed.			
Sales	100	-0-	189.50
*Balances budgeted	200	-0-	-0-
Interseminary Fund		1,720	1,727.06
Leadership Task Force			
*Balances budgeted	130	630	630.00
Ethnic Min. Women's Consult.	-0-	-0-	8,860.48
*Balances budgeted	250	17,380	17,380.00
	<u>\$19,290</u>	<u>\$30,250</u>	<u>\$41,511.90</u>

**Denominations:

	1979	1978
	<u>Commitments</u>	<u>Actual</u>
ABC	1,000	1,000
ALC	250	250
Brethren	600	
Disciples	500	400
Fund for Theol. Ed.	1,500	
Friends		25
LCA	500	500
PCUS	1,200	1,200
UC Can.	850	833
UCC	800	750
UPCUSA	2,000	1,200
UPCUSA CTS		1,000
	<u>\$9,200</u>	<u>\$7,158</u>

*See page two.

3/16/79

*Disposition of 09-61 1978 balances:

	In 1979 Projected Income Budget	Currently held in 09-61 reserves	TOTAL
Basic WIM Budget (09-61)	\$3,600	\$ -0-	\$3,600
Ethnic TF	340	-0-	340
Gay Issues TF	40	-0-	40
Women in Theolog. Ed. TF	200	1,676	1,876
Leadership TF	130	500	630
Ethnic Minority Consult.	250	4,060	4,310
	\$4,560	\$6,236	\$10,796

EXPENSES	1979 Proposed Amended Budget	1978 Budgeted Actual	
Retainer fees	\$5,000**		
Temporary secretary	1,000	1,000	-0-
Related costs	360	120	5.00
Office supplies	250	200	227.15
Telephone & telegraph	300	400	262.41
Postage & shipping	400	650	468.95
Duplication services	550	400	544.88
Publication services	500	700	
Staff travel	1,000	710	1,067.17
Liaison travel	850		
Search committee	520		
COWIM meetings	5,300	5,900	5,120.55
Steering Committee	1,500		1,386.69
Misc.	20	80	5.00
Common services costs	580		
Ethnic Task Force	340	340	
Gay Issues Task Force	140	20	154.25
Women in Theological Ed.	300	1,720	
Leadership Task Force	130	630	
Ethnic Women's Consultation	250	17,380	21,479.57
	\$19,290	\$30,250	\$30,721.62

**For ten months - March/December 1979.

3/16/79

CONSULTATION OF ETHNIC MINORITY WOMEN IN MINISTRY

FINANCIAL REPORT

December 31, 1978

INCOME

<u>Denominations</u>	<u>Core Budget</u>	<u>Travel Subsidies</u>	
Brethren '77	\$ 200.00	\$	
Disciples '77	2,500.00		
PCUS '76	200.00	300.00	'77
UCC '77	1,000.00		
UMC Higher Ed. '77	7,000.00		
Women's Div.		2,425.00	'78
UPCUSA Voc. Agency '76	1,300.00	1,044.00	'78
UPCUSA Prog. Agency '77	5,000.00	814.00	'78
UPCUSA Coun. Theol Sem.		1,000.00	'77
<u>Foundations and Others</u>			
Fund Theol. Ed. '76	500.00		
Church Women Unit. '76	500.00		
CME		100.00	'77
NBUSA		100.00	'77
Roblee Foundation		1,500.00	'77
Individuals		20.00	'78
TOTALS	\$18,200.00	\$7,303.00	\$25,503.00
BB COWIM '77 Salvage		1,023.00	1,023.00
		<u>\$8,326.00</u>	<u>\$26,526.00</u>
		(Total	(Total In-
		Travel)	come Dem.
			& Founds.)
Total Income Denoms. & Foundations			\$26,526.00
Registrations (157)			3,925.00
" (3) BEC			75.00
Sales: Photos			122.18
Tour tickets			396.00
Speeches			<u>39.30</u>
TOTAL AVAILABLE FUNDS			<u>\$31,083.48</u>

3/16/79

Consultation of Ethnic Minority Women
Financial Report

EXPENSES: Summary

1976 \$	374.50
1977	4,466.79
1978	21,479.57
	<u>\$26,320.86</u>

I. CORE BUDGET DISBURSEMENTS:

	<u>ACTUAL</u>	<u>BUDGETED</u>
1. Supplementary administrative staff and typist	\$ 982.31	\$1,000.00
2. National 4-H Center	1,907.00	
3. Planning Committee	6,123.91	6,000.00
4. Telephone	575.17	1,000.00
5. Office Supplies	378.98	1,000.00
6. Publicity	3,157.84	6,000.00
7. Leadership	3,077.59	6,026.00
8. Misc.	780.06	500.00
9. Project administration	<u>2,730.00</u>	<u>2,730.00</u>
TOTAL CORE	\$19,712.86	\$24,256.00

II. TRAVEL DISBURSEMENTS:

1. UPCUSA Coun.Th. Sem.	\$ 848.00
2. UPCUSA Voc. Agency	1,025.00
Prog. Agency	814.00
3. UMC Women's Div.	2,425.00
4. NBUSA	100.00
5. CME	100.00
6. Roblee Foundation	1,201.00
7. BEC - MA	75.00
8. Individual	20.00
TOTAL TRAVEL	<u>\$6,608.00</u>
TOTAL CORE AND TRAVEL	\$26,320.86

III. RECONCILIATION:

Total Available Funds	\$31,083.48
Total Expenses, 12/31/78	<u>-26,320.86</u>
Balance	\$ 4,762.62
less	<u>-452.00</u>
BALANCE - BB '79	<u>\$ 4,310.62</u>

(travel subsidy bals.
to be put in 09-61)

3/16/79

Placement -

Resourcing clergy women -

Bibliography including spec. area on placement
request for \$1,000.

Placement newsletters → denominations

Models of Leadership

Send materials used - CL, Comm. bldg, worship
answer questions / statement responding to objectives -
Working Model - workshop model, leadership style
- role model -

Gather data re resources

NAAHAA - Ethnic Women of Color

PCOS - Joan Campbell reappointed

Task Force disbanded w/ regret

1. NAAHAA & other Task Forces
2. Limits effectiveness
3. Everyone needs to deal not just them.

Caucus time provided at COWIM, support & educ. for NAAHAA women,

Key Issues

Linda Brebner - Marge - Lynn

Open to all not just gays

Kirkridge - Jerry to Freedom

LFC

6 members w/ spons. New Ways
COWIM
MCC

Anticipate annual

Rep from COWIM to Homophobic in Churches

Now Task Force on Sex & Religion
at Quixote Center 1 list

Mercy National Center

1 gay male
1 trans staff

Letter - Rev. Harrison
" to Union people

Letter - RLA Support
" urging RLA women seminarians to Cow/11

W Int. - Sem Conf. - ~~Dayton, Ohio~~
1980 Phila. - Luth Seminary 2/22/80 - 2/24/80
Women, Relig. & Politics

\$1676
1000 to West Coast
passed conf.

1980 ~~to~~ (?) - similar theme
West Coast

Center for Women & Religion

- Letter to Letty Russell - founder -

< CWU - Mt. Shannon Fund
to allow women to go to confs.
contact Gail Hinson
\$2,000 >

Conf. at Wesley - ^{women} in seminary

W.U.T.A. - secured financial ties = Haverhill.

Incorporating in Ohio

- Regional courses -

- New book - Women in Theol. Ed.

Essay Cont. for Women in Theol. Ed.

"If you were in charge of your sem.
what would you do?"

Prizes - ~~to~~ Alumni, present students
Deacon. mag. - ads. etc.

Instr. to COW/M's search comm.

Negotiable Crit.

1. Person shld have COW/M experience
2. A denom. in good standing & NCC
3. Not nec. a resident of N.Y.
4. Placement is a burning issue.
5. Theol. educ. an expectation -

Non-negot.

1. woman
2. Committed to women in min.
Prof exp in church,
Ecumenical underst.
Memb. of denomination.

Programming

Admin

Interp. group skills

Outreach

Comm. skills -

Request for \$110 to go to Conf.

Bill Shick, Hayden White (Hsu + family)
DEM Unit - Human Sex

Two New Ways - Jeanine Hammick & Bob Nugent
Conf. for Gay Women Religions

Carole Etzler - "Mushroom Story"
\$200 publicity + resources

Natl consult women in gay caucuses,
\$3000 seed money -

Repeat of Kirkbridge
\$500

Steering Comm.

^{P.R.} Communicator - brochure for denominations
4 ^{and} Comm: New brochure abt. COWM
Hazel, Lavonne, Gail H.,

Next meeting, Oct 18, 20 Natl 4H Center
Chevy Chase, Md.

Delegation to PCL - talk to Jim Gunn + _____
Holly, Emma Gustis, etc.

~~What did you leave behind?~~

~~What are your expectations?~~

~~What are your anxieties?~~

What is the most difficult thing for you to accept,
as a Christian ^{or} lesbian or ~~about~~ ^{related to} ~~lesbianism~~
~~if you are not one.~~

What is the most difficult
thing for you to accept ^{about} ~~as a~~ Christian ^{to} ~~who is~~
~~as a feminist~~

What is the

Qualifications - Consultant
Seminary, Woman, Contact & Cowim - Recent
graduate.

1/4 time person

1/2 of that time Cowim

1/2 " " " placement

Search Comm.

Jim Gunn

Joan Martin

Emma Justes

Tom Wood

job description / criteria
Consultant - job not advertised
Project person - Burnice not considered
since not Seminary graduate. Burnice
now does not want the job.

Sally Dring

? of trust

PCL will fund placement
(maybe) Cowim.

Tangentializing of Cowim.

? Trivializing of women in Cowim

Placement

Ordained, primarily
parish ministers
newly ordained
1, 2, 3 placements

Holly - representative to
PCL. Debbie
Convenor, supposed to be present
at PCL steering committee.

Joan Martin: Working out
power relationships.
Criteria negotiable for
requirements & non-
negotiable.

PCL meeting April 3-4.

Jim Gunn under constraint to give
position.

Moratorium time limited.

reaching
Marathon until May 1 or until, clarity in criteria and
process, as determined by COWIM's representative to search
committee,

Come early next time. Dinner night before.

Thurs - Sat. Meeting Oct 18-20

Wed. night. Oct 17 for dinner -

Gail Hunsand

Nancy Heimer

Linda Brebner

Adelle Kennison-Smith

Joyce Stedje

Ruth Moore

Lucile Barrow

Lay Ignatius

Parameters
Time

What did you leave behind?

What are your expectations?

What are your anxieties about this weekend?

Talk to Gail Haines about questions.

JOURNEY TO FREEDOM

March 23-25, 1979

KIRKBRIDGE

FRIDAY

8:30 - 9:15

6PM Registration and Snacks - NAME TAGS -

4 Questions & answers

7PM Dinner at Turning Point

8PM Opening of Conference Small Group Interaction

10:00 Planning Group

SINGING - CAROL
INTROD - LYNN J.
SELF-IDENTITY
CONFIDENTIALITY
INTRO. OF CONVENERS
9 PLANNERS
SMALL GROUPS
1 - MARGE
2 - LINDA
MUSIC, ETC.

SATURDAY

7:30AM Meditation and Celebration (Turning Point)
LYNN.

8:00AM Breakfast

8:45AM LARGE GROUP WORSHIP / DIVIDE GROUPS

9:15AM Work Groups

12:20PM Lunch

(Planning Group 1:15)

1:30PM Interest Groups - volunteer - freewheeling
(SOME "BURNING ISSUES")

3:00PM Free Time

5:00PM Work Groups

6:30PM Dinner

7:30PM Saturday Evening Program 'Creativity'

- CHARADES, SINGING, POETRY, ETC.

(Martha Blacklock)

SUNDAY

7:45AM Meditation and Celebration

8:15AM Continental Breakfast

9:00AM Work Groups

11:30AM Brunch

2:00

12:15PM Weekend Wrap-up and Celebration / WORSHIP (NANCY - CAROL)

2:30PM Closing Food and Departures

Marge Lyons
TW

Small Groups
Expectations

Anxieties

9:15-10:00

Burning Issues
Linda

become workgroups

(Report back from
Interest Groups)
marge

1st Sept 8:30 1992

Human Sexuality
Angie Bridges
Biology
Biology

Human Sexuality

What are issues, what are concerns?

Def. description of this term

What are the concerns & sexuality
in human sex.

Human Development
What are the causes, what are the solutions?

Thu. Sep 8: ³⁰ - 10⁰⁰

Nancy Heimer
Joyce Sledge
Marge Ragon
Linda Brebner

Projects -

Orig. description of Task force

Define ourselves as concerned c sexuality
in broader sense.

D E M

Talk to Ralph Dietrich about how to plan a
sexuality workshop -

Language

PLEASE PRINT

Address 5 Junction St

Phone: 772-9247 Cowardin - Mr. C. C.
Community

Program: _____

Arrival: Date _____ Time _____

Departure: Date _____ Time _____

Please Check: Day only ☐ Overnight ☐

From _____

cowim

Place

Stamp

Here

Women United in Theologizing and Action

1350 Harvard Blvd.

Dayton, Ohio 45406

Personal	Professional
Mary C. Shelly Kara Paul Phil Bill C. Carl comfort	Stan Harris Shelly B. Speare Carl Paul Phil
Lisa Cacciola	Stan H. Jean Ed Papa John Carol
Clarifying	
Jean Ed	Jean Ed
Comfort	

Who do you identify. What does it say?
Men? Women? Present

Whose list are you on?

COWIM

Professional Church Leadership
Division of Education & Ministry
National Council of Churches

March 21-23, 1979
Marriottsville Spiritual Center
Marriottsville, MD

COMMISSION ON WOMEN IN MINISTRY
Convenor, Emma Justes

Summary of Meeting

The Spring meeting of the Commission on Women in Ministry was convened with prayer by Emma Justes on Wednesday, March 21. Special recognition was given to Burnice Fjellman, former Associate Executive of Professional Church Leadership, who retired at the end of October 1978.

New participants, COWIM members and task force convenors were introduced.

RULES OF PROCEDURE It was agreed that the Rules of Procedure used during the March 1978 meeting would be followed during this meeting.

APPROVAL OF AGENDA & ADOPTION OF OCT. '78 SUMMARY The proposed agenda was approved as printed. The October 1978 meeting summary was adopted as distributed with one deletion:

At the request of Tricia Farris and with the approval of those assembled, it was voted to strike #7 on page 5.

- PERSONAL NEWS
1. Emma Justes has completed her Ph.D. and has been appointed to the faculty of Garrett Evangelical Seminary in Evanston, IL.
 2. Joyce Stedge has been quite ill since the last meeting of COWIM, but recovered sufficiently to attend this meeting.
 3. Mary Cline Detrick is getting a degree.
 4. Phyllis Henry has a new position with the Board of National Ministries of American Baptist Churches in Valley Forge.
 5. Klaire Miller has been ordained and is serving as minister to a congregation in New Jersey. In view of the upcoming question of ordination for 3 RCA women in June, Klaire applauded the COWIM support of five Reformed women who recently received ordination.

6. Hazel Staats-Westover could not attend because of her mother's illness.
7. Evelyn Huber has a new position as an area minister in Ohio.

REPORTS
TO COWIM

(1) Linda Brebner reported on her attendance in November at the Roman Catholic Women's Conference on Ordination in Baltimore, stressing the need for increased ecumenical dialogue with Roman Catholic women.

(2) Gail Hinand and Mary Isaac reported on the January 16-18 Executive Staff Conference which dealt with the subject, "Feminism and Racism."

(3) Tricia Farris reported on responses she had received to the following letters:

- a. Harvard Divinity School urging continuance of the Research/Resource Associate program;
- b. Boston University's president, John Silber, expressing disappointment at the denial of Beverly Harrison's appointment to the faculty;
- c. Garrett Theological Seminary expressing dismay that a student was expelled after admitting being gay;
- d. Drew Theological School affirming its statement that it will consider all applications regardless of race, sex and affectional preference;
- e. Loyola University in support of Elizabeth Fariens;
- f. Church of the Brethren expressing distress at the termination of Beth Glick-Rieman;
- g. UPCUSA's Stated Clerk expressing dismay at his narrow interpretation of the San Diego General Assembly's vote on ordination of homosexuals.

NOMINAT-
ING COM-
MITTEE

Members of the Nominating Committee were appointed: Joyce Stedje, Luz Bacerra and LaVonne Althouse. It was announced that at this meeting of COWIM elections would be held for three members-at-large to the Steering Committee and the COWIM convenor.

The rest of the plenary session was devoted to a community building process designed by the Models of Leadership Task Force.

March 23rd, Plenary Session

STEERING
COMMITTEE
REPORT

1. The next meeting of COWIM will be held October 18-20, 1979 at the National 4-H Center in Washington, DC.
2. After considerable discussion it was recommended that COWIM's convenor meet with Jim Gunn and Bentley Peters (PCL's chairperson) to clarify COWIM's structural relationship to PCL and to share the following concerns:
 - a. that regular COWIM representatives and alternates on the PCL Program Committee receive the meeting notice;
 - b. that the issue of women's placement as a responsibility of the quarter-time staffperson not be emphasized to the exclusion of all other COWIM concerns;
 - c. that one of the duties of the quarter-time staffperson be the administration of the COWIM budget;
 - d. that the statement from COWIM on the Search Committee process be given serious consideration.
3. The 1979 budget was presented and approved.
4. After a discussion regarding COWIM's denominational support and lack of support, it was decided that new ways be explored to encourage denominational funding to COWIM, in particular from the United Methodist Church.
5. COWIM representatives to the PCL Program Committee were appointed: Holly Bell, Emma Justes, Helen McKune, alternate: Linda Brebner.
6. Gail Hinand, Martha Blacklock and Phyllis Henry have agreed to work on the Funding and Interpretation Committee.

TASK FORCE
REPORTS

1. Gay Issues:
 - a. Six members of the Gay Issues TF were invited to be program participants in the conference, "Journey to Freedom", to be held at Kirkridge, beginning March 23rd. The event is co-sponsored by the New Ways Ministry of Mt. Ranier, MD, the MCC Northeast and Mid-Atlantic District TF on Women.
 - b. The TF has agreed to make available \$110 to send a representative to the Strategy Conference on Homophobia to be held in Potomac, MD on May 4-6, 1979.

TASK FORCE Gay Issues (cont.)
REPORTS
(cont.)

c. Linda Brebner was elected convenor of the TF.

d. The TF is considering holding a national consultation for gay women designed in the manner of the Consultation of Ethnic Minority Women. It is estimated that approximately \$3,500 seed money will be needed for planning purposes.

2. Theological Education:

a. The Women's Interseminary Conference held in Dayton, OH in February was attended by approximately 80-100 women. It was announced that the 1980 conference will be held in Philadelphia at the Lutheran Seminary, February 22-24.

b. Joan Martin reported on the success of two dinner meetings between women executives at "475" and Union Theological Seminary staff women and executives.

c. Women United in Theologizing and Action (WUTA) has completed a book summarizing the collective experiences of the 1978 WUTA consultation.

d. Approval was given by the TF to use \$1,000 being held in reserve to support the development of a west coast Women's Interseminary Conference.

e. The TF outlined plans for an essay contest on changes women have made (or failed to make) in seminaries.

3. Employment:

a. The goals of the TF were redefined:

- to help key laywomen and men in placement positions become advocates for clergywomen;

- to help clergywomen use power more effectively;

- to educate with a view toward redefining, reclaiming and redistributing power.

b. Diane Tennis stated that the TF is proposing establishment of a student internship in order to update the bibliography on clergywomen. Leslie Westbrook and Joan Martin were asked to look for prospective students in their areas.

4. Models of Leadership

The TF used most of their time to work on consciousness-raising exercises and the worship service.

Helen McKune asked that COWIM representatives bring whatever individual resources they have for sharing with the TF for development of a kit that will deal with role models and leadership style.

5. Ethnic Women of Color:

VOTED:

a. that the TF be disbanded and a caucus of Native American, Asian American, Hispanic and Afro-American women be formed.

b. that COWIM co-sponsor with the NCC Office of Justice for Women a conference for empowerment of NAHA women in local communities, churches and seminaries, using leftover funds from the Ethnic Minorities Women's Consultation in the development stages.

AD HOC COMMITTEE ON
COWIM STAFF
SEARCH

The committee decided after lengthy discussion to communicate the following negotiable and non-negotiable criteria to the COWIM Search Committee:

negotiable: 1. experience in COWIM;
2. should be affiliated with an NCC member communion;
3. residence not limited to NY area;
4. interest in placement of women.

non-negotiable:

1. must be female;
2. must have a commitment to women in ministry, lay and ordained;
3. must have professional experience in the church;
4. must be member of a denomination;
5. must have skills in programming and interpersonal relations as well as to be able to take initiative.

duties:

a. monitor and implement COWIM's purpose;
b. facilitate and staff all meetings of COWIM and task forces;
c. administer budget.

The report of the ad hoc committee was approved with thanks.

NOMINATING
COMMITTEE
REPORT

For convenor: Emma Justes

For representatives-at-large on the steering committee:

Joan S. Campbell, Mary Isaac, Dalila Kruger

The nominations were approved by acclamation.

There was discussion during which Lynne Josselyn raised a concern that the leadership of the task forces were not 50% ethnic women of color, which is one of the goals of COWIM. Helen McKune responded that as long as one of the task forces was composed of ethnic women of color the goal was not possible and the way to accomplish the goal was by having representatives-at-large. Joan Martin suggested that the steering committee develop an analysis of the assumptions behind a desire for 50% ethnic women of color.

ADJOURNMENT The meeting was adjourned at 11:00a.m., Friday, March 23, 1979.

Task Force on NAHA Women in Ministry
(formerly Task Force on Ethnic Women of Color in Ministry)

I. Workshop - March 21, 1979

Six Baltimore-Washington Area NAHA* women joined with the NAHA caucus for an informal workshop prior to opening plenary. The theme was "In Our Lives, In Our Faith: A Look at our Ethnicity and A Sharing of our Stories." Among the questions raised were: (1) How can we avoid the false separation of our church life from our work life? (2) How can we encourage the church to use the various skills congregational people possess? (3) How can we better recognize the strengths we have and prevent ourselves from becoming ineffective? In exploring the question of empowerment, thoughts expressed included the recognition of God's presence and Jesus as a liberator, the affirmation of the "I can" spirit handed down to us through our parents, the need to distinguish between when to be "nice" and when to be "real", and the danger in allowing ourselves to become isolated as a token. It was important for COWIM NAHA representatives to sponsor such an event as a first step in reaching out to the community surrounding meeting locations to help close the gap between our constituency's agenda and COWIM's, to be enriched by increased NAHA representation at COWIM, and as the beginning of continued programming at COWIM meetings from a NAHA perspective.

II. Task Force on NAHA Women in Ministry - March 21, 1979

The Presbyterian Church US informed Joan S. Campbell that her term as COWIM representative will expire in October. The TF strongly believes that she has just begun to serve and it would be a loss to COWIM were her presence stopped at this point.

Motion: that a letter be written to PCUS expressing COWIM's strong recommendation that Joan Campbell be reappointed. (Passed by TF and Caucus).

The TF reviewed the earlier workshop. The event raised the central question of what we (the TF and COWIM) are about and how we can impact on the local scene. Much discussion and analysis followed on the TF's and COWIM's goals.

Motion: that the TF on NAHA Women in Ministry be disbanded. This is not to be taken as indicating that our work has been accomplished. Far from it, the concerns of NAHA women in ministry continue not to be addressed in church structures. Rather, the decision to dissolve comes with regret and out of recognition that our energies might better be focused elsewhere. Among the reasons contributing to this resolution are:

*Native American/Asian American/Hispanic/Afro-American

(1) NAHA women need to be present at other task forces where issues are being raised, or should be raised, that impact denominational structures and ultimately local congregations. Because there are so few NAHA women in COWIM the TF unwillingly serves to further limit a strong NAHA voice in the various task forces.

(2) There are few NAHA women at COWIM from which to draw TF members. Being such a small number drawn from a small constituency serves to disempower the TF and limit its effectiveness. Our main concern is helping to address the needs of our various constituencies, but our numbers and the Commission's structure does not encourage substantive impacting.

(3) The existence of a Task Force on NAHA women in ministry can be misused to get majority people "off the hook" should they mistakenly assume that they need not address NAHA concerns because that is the exclusive domain of the TF on NAHA Women in Ministry
(Passed by the TF and Caucus).

Motion: that NAHA Caucus time be provided at each COWIM meeting. In addition to providing support and education for members the caucus will assume responsibilities previously belonging to the TF on NAHA Women in Ministry, such as developing networks and establishing an apparatus for future consultations. The caucus will be responsible for overseeing the expenditure of the TF's balance and consultation funds. (Passed by the TF and Caucus).

Motion: that the NAHA Caucus sponsor a workshop-type event at each COWIM meeting that would include local NAHA women. The richness of our experiences and resources as NAHA women should not be ignored. This would also provide an opportunity for "reality-testing" to help determine whether the concerns we bring as individuals speak to what others in our constituency might be expressing. (Passed by TF and Caucus).

The meeting was adjourned by sharing prayers and commissions for one another.

III. NAHA Caucus - March 22, 1979

We appreciate the positive struggling done with the white sisters who were present at the first portion of the caucus. As

a new NAHA consciousness emerges so the beginning of a new white consciousness can be glimmered. Hallelujah!

The TF's motions were presented and approved within the context of a larger discussion on COWIM's directions and the needs of NAHA women.

Motion: that "Ethnic Women of Color" hereupon be replaced with "NAHA" when brevity is necessary and, when possible, with "Native American, Asian American, Hispanic and Afro-American." (Passed by Caucus).

Motion: that COWIM seek co-sponsorship with the NCC's Office of Justice for Women for a consultation to be held in the spring of 1981 on the empowerment of NAHA women in local community, church, and denominational leadership positions. The 1981 consultation committee will oversee the \$4,000 consultation balance for use in planning and implementation (Passed by Caucus).

The Consultation Committee will include Joan Campbell, Luz Bacerra, Mary Isaac, Helen McKune and Joan Martin.

Motion: That the Caucus select a contact person who will serve as the caucus facilitator and will sit as a voting member on the Steering Committee. Luz Bacerra was selected to be that person (Passed by Caucus).

Adele Smith-Penniman
Recorder

· COMMISSION ON WOMEN IN MINISTRY

Professional Church Leadership
Division of Education and Ministry
National Council of Churches

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HALF-TIME POSITION AVAILABLE

TITLE: Administrative Coordinator of Women United in Theologizing and Action, WUTA

POSITION STARTS: August 1, 1979

EXPLANATION: The Administrative Coordinator will be the one year round staff person of the program. This is a part time job, seasonal heavier at some times than at others, but it requires ongoing attention. The Coordinator is responsible to the Coordinating Committee, the decision making body of WUTA.

SALARY: \$5,250 including benefits

QUALIFICATION FOR POSITION

The Administrative Coordinator should:

- have in depth knowledge of and commitment to the WUTA program and goals and be familiar with theological education
- have access to well equiped office space
- have administrative and some clerical skills
- have initiative to implement the program as designed by the Coordinating Committee

JOB DESCRIPTION OF POSITION

1. FUNDRAISING

- proposal writing and follow through with foundations, churches and individuals

2. PROGRAM DEVELOPMENT

- implement decisions of Coordinating Committee through liason with staff of specific programs to develop details of program
- develop and distribute brochure and publicity
- networking and intpretation of program to seminarians, groups, churches and past participants
- recruitment, correspondence
- process applications and collect fees
- inform applicants of appropriate and potential funding sources
- coordinate orientation material and transportation

3. STAFF WORK WITH COORDINATING COMMITTEE

- communication between meetings'
- prepare materials before and after meetings (twice yearly)
- coordinate transportation and expenses and arrangements for meetings
- attend the Coordinating Committee meetings

4. RESOURCE PUBLICATION

- oversee editing, publication, publicity and distribution

5. FINANCIAL ADMINISTRATION

- make deposits, pay bills
- prepare monthly financial reports
- prepare quarterly and annual financial reports and budget

6. MISCELLANEOUS ADMINISTRATION

- keep files in order
- keep mailing list up to date
- correspondence with related groups - COWIM-sponsor, UTS-accreditation
- Grailville-location, co-sponsors and locations of regional programs

APPLICATION FOR POSITION OF ADMINISTRATIVE COORDINATOR OF WUTA

NAME _____

ADDRESS _____

_____ ZIP _____

PHONE () _____

Please answer the following questions on another sheet of paper and return them with this application blank.

1. What is your educational background that qualifies you for the job?
2. What is your job experience that qualifies you for the job?
3. How do the ongoing but seasonal requirements of the position fit with your schedule, plans, and interests?
4. Write a brief paragraph telling us why you would like this job.

Hiring will be done by the Steering Committee of WUTA. Application deadline is June 15, 1979.

Return the application to:

Women United in Theologizing and Action
Personnel Committee
1350 Harvard Blvd
Dayton, Ohio 45406

For further information contact:

Tricia Farris (302) 738-5929
Harriet Miller (513) 278-5314
Kathy Nickerson (513) 275-9107

Coordinating Committee Chairperson
Coordinating Committee member
Current Administrative Coordinator



NATIONAL COUNCIL OF THE CHURCHES OF CHRIST IN THE U.S.A.



PROFESSIONAL CHURCH LEADERSHIP

A unit of the Division of Education and Ministry

475 Riverside Drive, New York, N.Y. 10027 Room 770 (212) 870-2144

M. William Howard
President

Claire Randall
General Secretary

James W. Gunn
Executive

May 21, 1979

Dear Sisters in COWIM:

Shalom! At our Spring meeting in Marriottsville, we made a strong pitch for Women United in Theologizing and Action (WUTA, formerly Seminary Quarter at Grailville). We hope that you are familiar now with our goals and specific programs for Summer '79.

We are in urgent need of your financial support so that the Summer '79 program can happen. We are waiting to hear on some grant proposals, but in the meantime we are down to the bottom of our coffers.

So please -- even the smallest contribution will help keep WUTA a unique opportunity for women to theologize, do accredited feminist course work, and work on issues of ministries of common concern.

Be as generous as you can. Mail your contribution today to:

The Rev. Kathy Nickerson
Administrative Coordinator
Women United in Theologizing & Action
1350 Harvard Boulevard
Dayton, OH 45406

In the struggle for justice,

Tricia Farris
Task Force on Women and Theological Education

Joan M. Martin

TF:JM:cej

TO THE MEMBERS OF COWIM

There is a sexuality consciousness raising experience being planned for the next COWIM meeting. In preparation for that, we are suggesting some books and articles you may want to peruse. These volumes have been suggested by a variety of COWIM women; it is by no means an exhaustive bibliography nor should it be considered authoritative.

EMBODIMENT, James Nelson, Augsburg and Pilgrim Presses, 1978. A thorough and intellectually complete theology of sexuality. \$8.95.

GETTING CLEAR, Anne Rush, 1976. A series of exercises designed to help put women in touch with their sexuality. Random House, \$5.95.

GOD AND THE RHETORIC OF SEXUALITY, Phyllis Trible, Fortress Press. A study and witness of the development and flexibility of the biblical tradition, focusing on the female imagery of God in Hebrew scripture. \$6.50.

KISS DADDY GOOD-BYE: A Speakout on Incest. The stories of women who have had sexual relationships with older men, including members of their immediate family. Hawthorne, \$5.95.

LOVING WOMEN, LOVING MEN, Sally Gearhart and William Johnson. A series of articles relating gay liberation to liberation theologies. Glide Press, \$6.95.

MEDITATIONS ON THE GIFT OF SEXUALITY, Ted McIlvenna and Laird Sutton. A series of meditations on the uses and potential of sexuality. Published by Specific Press; distributed by Glide Press, 330 Ellis Street, San Francisco 94102, \$12.95 plus 65¢ postage.

THE MERMAID AND THE MINOTAUR: SEXUAL ARRANGEMENTS AND THE HUMAN MALAISE, Dorothy Dennerstein. A study of the social/psychological roots of sexual stereotypes. Harper and Row, \$9.95.

OUR RIGHT TO LOVE, Ginny Vida, editor. A resource guide for Lesbians and those people who live and work with Lesbians. \$9.95, Prentice-Hall.

CHRISTIANITY AND CRISIS

Rosemary Reuther

"The Personalization of Sexuality", April 16, 1973.

"The Sexuality of Jesus", May 29, 1978.

COWIM

May 1979



The United Church Coalition for Gay Concerns Newsletter

P.O. Box 24005, Philadelphia, Pa. 19139

May, 1979



GENERAL SYNOD 12

You are invited to join delegates and visitors at the Indianapolis convention center, June 22-26, 1979, for the 12th biennial gathering of the UCC General Synod. Coalition members and friends are invited to a strategy/planning session the morning of June 21st (9:30 a.m.); location to be announced, probably by signs in the convention center and the Hyatt Regency across the street (or try Bill Johnson's room at the Regency). The afternoon will be spent setting up our booth in the exhibit hall, and numerous hearings and other events will happen that evening. A hearing on sexuality issues is scheduled for 9 p.m. If you will be in Indianapolis during Synod, and available to work with the Coalition, call Nancy Krody (215-787-7714, day; 215-724-1247, home) right away. We can also arrange housing with members of the local gay community if we hear from you. (Nancy will be at the Howard Johnson's two blocks from the convention center during the meetings.)

At G.S. 11 (Washington, DC, 7/77), the Human Sexuality study was received and a Resolution Deploing the Violation of Civil Rights of Gay and Bisexual Persons was passed by a 95% voice vote. At G. S. 12 there are several resolutions from local churches, Associations, and Conferences (many of them emanating from Pennsylvania) regarding these issues, both pro and con. Many persons are calling for an end to the sexuality study process (set to run till 1981), and there are still those who would deny civil rights to gay persons. The Executive Council has determined that all resolutions with regard to sexuality issues will be handled by one committee at G.S. 12. The meetings of the committee are presumably open to visitors (without vote of course) up to the limit of seating in the room.

WHAT'S IN A NAME?

Or, why is it now the United Church Coalition for Gay Concerns, instead of the United Church of Christ Gay Caucus? We hope that the new name will make it more apparent to potential supporters that the group is open to membership by anyone, regardless of sexual orientation, and we hope it will be easier for those who cannot be open about their orientation to join us. The U.C.C.G.C. (the initials are the same!) is for everyone who is concerned about gay issues (and sexuality issues) in the church. If you are not already a member, or have not sent a contribution since May, 1978, please return the enclosed form with your check. We need you!

Funds are needed to improve the regularity of the newsletter, with increasing printing and postage costs; to help with expenses of General Synod meetings, resources for Conference meetings and other special events; to provide travel/registration costs for Coalition representatives to attend special conferences or speaking opportunities. We need the dedicated support of U.C.C. members. The right wing backlash in the U.S. and in the churches is very well financed. Consider sending part of your tithe!

SUPPORT FROM NORTHERN CALIFORNIA

A letter from the Northern California Conference board of directors to all delegates to G.S. 12 asks their support for all 18 resolutions in the Human Sexuality study which was received by G.S. 11, in the face of opposition to some or all of the proposals by a number of U.C.C. churches and members. They say that any effort to rescind part or all the recommendations "... is ill-timed, inappropriate and not in keeping with our calling as a church. . . . We believe that any effort to restrict and/or abandon the implementation of the 18 recommendations would be tragic--tragic because of the tremendous need within the United Church of Christ and community-at-large to address these issues; and, tragic because of the lives involved." To which we can only say, "Amen!"

U.C.C. ACTION AGAINST BACKLASH

After the discouraging news from referenda lost in Miami, St. Paul, Eugene, and Wichita, the defeats of anti-gay propositions in Seattle and in California last fall were joyous occasions. U.C.C. efforts on the local scene were helpful in both campaigns. Of very important help in the Seattle fight were grants from the United Church Board for Homeland Ministries (from unrestricted resources) and the Office for Church in Society (from designated funds) of \$4000 to the Washington/No. Idaho Conference, for an extensive media education campaign by the Seattle Council of Churches. The tide was turned both there and in California (Briggs). We hope that U.C.C. Conferences and Association in other areas where repressive referenda are on the ballot will take similar action to put the church on the side of civil and human rights for all persons.

UNITED CHURCH PEOPLE FOR BIBLICAL WITNESS

The 210 delegates who voted against the human sexuality study at G.S. 11 prepared a minority report which calls essentially for more biblically-based material to be used in connection with the study of sexuality. In April, 1978, a national convocation of 110 people was held in Philadelphia, out of which U.C.P.B.W. emerged, chaired by Barbara Weller (spouse of a Pennsylvania Southeast Conference pastor), with a national steering committee including in addition George Allen (W/NI), William Baran (ME), Esther Carmody (OH), Steve Carmody (S. CA), Martin Duffy (PNE), Harold Grunewald (MO), Marilyn Hant (CT), James Kinnear (SE), Paul Kluge, (So. Cent.), treasurer Janet Lawhead (PSE), Kenneth Pheiffer (So. Cent.), and Gerald Sanders (SE).

They expect to have "Mike and Gary" at a Sunday evening gathering during G.S. 12, from an "ex-gay" ministry. In Philadelphia, it was Mike and Jim. Jim Kaspar is no longer a part of the "ex-gay" ministry he founded. Neither is Guy Charles, who invited himself to G.S. 10 to speak in opposition to rights for gay persons in the church. U.C.P.B.W. has also sent all delegates alternative Bible study material, since the material by Walt Brueggeman in the advance materials did not meet their criteria for Bible study. They intend to work for rescinding the authorization for U.C.C. agencies to implement Sexuality Recommendations 2-18 (omitting only #1 which called for churches to study sexuality). Their expenses in publishing their alternative sexuality study book and in distributing it widely in the denomination, along with other costs of the organization, have come to over \$22,000.

Issues in Sexual Ethics (\$3 + .50 postage) is available from U.C.P.B.W., 276 W. Cherry Ln., Souderton, PA 18964. Edited by Martin Duffy, it includes previously-published articles by Elizabeth Achtemeier, Gabriel Fackre (from 1967), Donald Bloesch, William P. Wilson and Robert Abarno, and Robert Nuernberger. It also includes the April, 1978, testimony of Mike Bussee and Jim Kaspar on their "ex-gay" ministry. Other articles are by PSE Conference Minister John Shetler, Robert L. Stogner (director of family life services for UCC Elon Children's Home), and "contributing editors" Gerald Sanders and Leslie Wicker, as well as by editor Duffy. Appendices include "On Taking Scripture Seriously" by former Eden Seminary president Frederick Schroeder; a "Statement on Sexuality" from the Lancaster, PA, Church of the Apostles; Barbara Weller's "Thoughts on Human Sexuality from a Biblical Perspective"; and the 1977 minority resolution and 1978 U.C.P.B.W. Policy Statement.

SEXUALITY RESOURCES

Human Sexuality: A Preliminary Study Guide. United Church Press, 1978, 256 pp., \$4.95, paper; Study Guide, 64 pp., \$1.50. A comprehensive study of current thought in biblical, historical, anthropological, ethical, and empirical fields. Written by several members of the UCC staff with the aid of professional consultants and many groups within the church. Received by G.S. 11 for study in the churches.

Changing Views of Homosexuality by Elizabeth Ogg. Public Affairs Pamphlet No. 563. 50¢ from Public Affairs Committee, Inc., 381 Park Ave., So., NYC 10016. First published Oct., 1978, replacing an earlier pamphlet on the topic. Good for the general public, deals with myths and stereotypes. Quantity rates available (10-99 @ 35¢; 100-249 @ 30¢, etc.).

Homosexuality and the Miracle Makers by Jim Peron. \$1.50 ppd. from the author, Box 2140, Glen Ellyn, IL 60137. 1978, 20 pp. Very helpful documentation on the "ex-gay" ministries; useful to overcome the charges of homophobic evangelical folk that anybody can give up homosexuality by being "saved."

"She's Still Our Daughter" by James E. Solheim, in A.D. (both UCC and UPUSA editions), May, 1979, pp. 31-32. Story of an Oregon Presbyterian couple, Bill and Ann Shepherd, who came to accept their daughter's lesbianism and become advocates of gay rights, even appearing on TV with their daughter. With a UCC family in similar circumstances, Ann helped form the Portland chapter of Parents of Gays and served on Gov. Robert Straub's task force on sexual preference.

"Pastor, I Think I'm Gay" in The Christian Ministry, March, 1979, pp. 18-19 (the same issue includes several articles on the church and the handicapped, including those by UCC pastors Virginia Kreyer and Harold Wilke). A reprint of this article will appear with permission from the Christian Century Foundation in the General Synod issue of this newsletter.

The Other Side, June, 1978. Entire issue devoted to Christian perspective on homosexuality including an interview with Ralph Blair and testimonies of other members of Evangelicals Concerned. \$1 from The Other Side, Box 12236, Philadelphia, 19144.

The Gay Report: Lesbians and Gay Men Speak out about Sexual Experiences and Lifestyles by Karla Jay and Allen Young. New York: Simon and Schuster (Summit Books), 1979, \$14.95. This is the compilation of replies to a questionnaire from over 5000 lesbians and gay men from all over North America, aged 14 to 82, about their lifestyles, sexual experiences, joys and pains, consciousness and politics, and love and life. Unlike the highly-touted Masters and Johnson report which is based on research done 10-15 years ago, these are responses in their own words from gay people in every walk of life from 1977-78. Karla and Allen have previously edited three anthologies: Out of the Closets: Voices of Gay Liberation, After You're Out: Personal Experiences of Gay Men and Lesbian Women, and Lavender Culture. They have both written for a wide variety of movement and other publications.

A Beginning Bibliography on Human Sexuality, including books, pamphlets, periodicals, articles, bibliographies and directories, and audio-visuals, compiled by the Office for Church Life and Leadership in response to a Synod directive in 1975. 17 pp. Send 25¢ for postage to Church Leadership Resources, Box 179, St. Louis, MO 63166. The 16-page companion resource, A List of Non-Judgmental Counseling Agencies, is available for the same price from the same address. It lists agencies by Region and Conference, indicates whether vocational guidance is available to church professionals, what kinds of services are available (group, one-to-one professional, peer, phone, etc.), whether a fee is charged and if it varies with income level, and indicates which services are for men only or women only. First issued in 1977, both resources are to be updated periodically.

Human Sexuality: Private Dilemma and Public Controversy. Special issue of The Journal, published by the United Church Board for Homeland Ministries in early 1978. Single copy, \$3.75 (bulk rates for 10 or more). Includes articles by sexuality study consultants Jim Nelson, Eleanor Morrison, and Bev Harrison; "The Church and the Gay Civil Rights Movement" by Mineo Katagiri; and a perceptive "Growing Up Sexually in the '70's" by Karen Alston.

CONFERENCES--PAST AND FUTURE

Kirkridge Retreat Center, Bangor, PA (in the Pocono Mts.), has been the site for two "Gay and Christian" conferences, in 1977 and 1978, and has a third planned for June 14-17. The Leadership for the first two included Malcolm Boyd, John McNeill, and Nancy Krody. This year's conference will feature Beverly Harrison (professor of ethics at Union Theol. Seminary); a Roman Catholic woman to be named; Bill Silver (whose quest for ordination in the United Presbyterian Church initiated that denomination's uproar over the ordination of openly-gay persons; and Ralph Blair, a psychologist and founder of Evangelicals Concerned. Cost for the event is \$110 (\$60 with registration). Write immediately if interested: Bob Raines, Kirkridge, R.D. 2, Bangor, PA 18013.

Kirkridge was also the location for the first Lesbian/Feminist/Christian conference, in late March, 1979, on the theme "Journey to Faith." About forty women came from Canada and the Eastern U.S. to share and learn together. The conference was sponsored by the Gay Issues and Ministry Task Force of the Commission on Women in Ministry (National Council of Churches), the Women's Committees of the Metropolitan Community Church's Northeast and Middle Atlantic Districts, and New Ways Ministries (Roman Catholic). One group which developed at the conference will meet at Kirkridge again Oct. 20-22, 1979, to plan further to create a women's alternative community, "Freedom Village Associates." If you are interested; write Nancy Krody at the U.C.C.G.C. address, and she'll put you in touch with the organizers. The cost is \$25 and bring your own food. There will also be another Lesbian/Feminist/Christian conference next spring; let Nancy know of your interest.

Cincinnati, Ohio, in January--that was the site of the National Meeting of Women for Leadership Development, the first national meeting of UCC women. Funded by Family Thank Offering money for 1978, it was co-sponsored by the Office for Church in Society and the Advisory Commission on Women. Over 1200 people were there (50 of them men), from all the racial/ethnic groups which make up the UCC, from every Conference, with every part of the theological/economic/social concerns spectrum represented. With the exception of an address by Pres. Avery Post, the speakers were all women: Barbara Brown Zikmund, Jacqueline Grant, Peggy Way, Clair Randall, Yvonne Delk, Bev Harrison, Ellen Goodman, Manorama Barnabas, R. Nita Barrow, Letty Russell, and the interstaff team; worship was led by Donna Schaper, Barbara Gerlach, and Murdale Leysath. Though gay/lesbian issues were not in the forefront, there were a couple of the vast array of workshops directly related to gay issues, and the Coalition held two sessions open to everyone, one of which was very well-attended and went till midnight after a very long day! Anger was expressed at the invisibility of lesbians at the conference, and many people heard what was said. Many names were added to our address list, and resources were distributed. As storms in the Midwest delayed many participants' return home, 92 ordained women met for two more days in Cincinnati for fellowship, sharing, and resolutions on a variety of subjects out of their time together. One was a unanimous statement in support of the ordination of gay men and lesbians in the denomination, and an offering taken for the Coalition. We are grateful to our sisters for their courage. Despite our long tradition of ordaining women, there are still only about 450 today, about 2% of our total, and there are still many barriers to their getting employment in the church on a comparable basis with men, so they were taking a real risk in making this statement of support. Seven women pastors of churches in the Pennsylvania Southeast Conference (none of whom were in Cincinnati) wrote to object to the coverage of this statement in Keeping You Posted, expressing their opposition to the ordination of gay persons. The coverage was poor, as the statement was taken out of the context of the occasion, and statements on a variety of other issues were ignored. Nevertheless, even our own media can misreport important events. We'll include their statement next time.

A Strategy Conference on Homophobia in the Churches was held May 4-6, 1979, at the Mercy Generalate, Potomac, Md, co-sponsored by the Quixote Center (a Catholic justice group) and the N.O.W. Committee on Women & Religion. Lesbians, gay men, and staff persons from the mainline denominations were invited to address the issue and strategize for change. UCC representatives were Susan Savell (Board for Homeland Ministries staff), and Bill Johnson and Stacy Cusulos (UCCGC), with travel assistance from the B.H.M. Family Life Working Group.

BOOK REVIEW

Embodiment: An Approach to Sexuality and Christian Theology. By James B. Nelson. Minneapolis: Augsburg Publishing House; Philadelphia and New York: Pilgrim Press, 1978. 303 pp. \$8.95 cloth.

At last we have ". . . a radical investigation of human sexuality which will get at the root of the matter . . ." as Norman Pittenger writes in his Foreword. Nelson, professor of Christian ethics at United Theological Seminary, New Brighton, MN, and a long-time friend of the U.C.C.G.C., exposes the roots of the church's phobias and prohibitions--the docetic heresy (Jesus was not quite human, certainly not sexual) and the alienating dualisms of spirit/body and man/woman. He believes that the Word still becomes flesh, that human nature is becoming not static, and--citing Karl Barth--"that theology is much like the attempt to pain a bird in flight." He focuses: on divine grace, healing, and the resurrection and reconciliation of the body/self.

Nelson's chapter on "Gayness and Homosexuality" includes an excellent treatment of biblical passages and theologians, much of which appeared in his earlier article, "Homosexuality: An Issue for the Church," which the U.C.C.G.C. has distributed. The chapter includes a section on implications for the church in areas of civil rights, ordination, marriage, and child custody. Throughout the book, his language and assumptions are inclusive of lesbian and gay male reality.

The book is readable, useful in its attempt to reinterpret the Christian tradition, and helpful in addressing the experiences of specific groups such as those living together who are not married, those who question the traditional understandings of marriage and fidelity, those seeking a variety of sexual expressions, the physically disabled, the seriously ill, the aging, and the mentally retarded. Church study groups would find here a wealth of new learning and discussion material.

The flaws in Embodiment are more sins of omission than of commission. The style is more one of traditional theology being pushed into reinterpretation than of a theology emerging out of the existential situation of the oppressed or out of the action priorities articulated by oppressed groups. E.g., the chapter on gayness focuses on "acceptance" of gay people by the church. There is almost no indication of our pain--suicides, loss of jobs and child custody, confinement in mental institutions, tension with families, giving up the seeking of ordination, and leaving the church in droves. In such a context, what can it mean to be "accepted" by the church? The joy of our love--so well expressed by Gearhart and Johnson in Loving Women/Loving Men--and the experience we have to offer in re egalitarian relationships, role-breaking, and self-affirmation are missing.

No connections are made between the women's and gay movements, and there are almost no references to racism or capitalism, without which I believe there can be no adequate analysis of sexism or the church's repressive behavior regarding sexuality. Many crucial feminist issues are not understood or are omitted. Self-determination for our bodies is central to the women's movement. Areas of rape, birth control, sterilization, abortion, battering, and exploitative advertising are women's reality issues of embodiment, but Nelson gives them little attention. Women's experience with the church as unwed mothers, divorcees, rape victims (especially if done by someone she knows), abuse from husbands who are professionals--these are missing. Theology must deal with years of bitterness, hatred, and abandonment felt by gay people and women. We can accept our acceptance by God, but it's hard to find in the church, let alone to convince the institution to enter the fray advocating our rights!

Nelson tells us in the Preface that the chapters are exploratory and urges the reader to join in attempting to wrestle intellectually with human sexuality and Christian theology. I am grateful for his effort and will continue in the attempt, as I trust he will. My existential reality does not direct me to seek acceptance primarily or the reinterpretation of traditional theology. The liberation struggle is all-consuming and would more likely push me toward a theology of righteous anger or a theology of empowerment and power transformation--and a vision of the queendom.

- Jan Griesinger, Athens, OH (co-director,
United Campus Ministry at Ohio University)

BOOK REVIEW

Human Sexuality: New Directions in American Catholic Thought. By Anthony Kosnik, et al. New York: Paulist Press, 1977. \$8.50 cloth.

Human Sexuality is the final report of a committee established by the Board of Directors of the Catholic Theological Society of America in 1972, "in the hope of providing some helpful and illuminating guidelines in the present confusion."

Predictably enough, the report begins with the biblical treatment of sexuality, a route with which gay Christians are very familiar! The mood of the section is clearly stated on the first page, as readers are called to realize that:

The Bible should not be seen as giving absolute prescription with regard to sex. Specific culturally conditioned instructions cannot claim validity for all time. The teaching of the Bible must be seen against the background of its time, against the cultural and sociological conditions that characterize its era. The Bible is an historical document bearing the limitations of all historical records.

Following through with this attitude, the report deals with the undue emphasis on procreation as the reason for sexual relations, the needs of the struggling Jewish nation, and the like. Those who have been struggling with the church around human sexuality issues for any length of time will find nothing new here, but it is a clear statement which can be a resource in the struggle.

More interesting to me as a layperson with no special training in church history, the second chapter on church tradition and sexuality shows how the limitations and (mis)understandings of the church fathers through the ages have become doctrine. The chapter on the empirical sciences and sexuality repeats the usual research findings of Kinsey, Masters and Johnson, etc., and concludes that such research "to date has provided only inconclusive data on the issues concerning this study"--a pretty safe statement, surely!

In the fourth chapter, the committee seeks to address and correct the church's dilemma around the lack of adequate theology around sexuality, a theology which would formulate the Christian ideal in such a way as to be faithful both to fundamental values and to the changing historical, sociological, and cultural conditions of life. Right on! Understandably, the authors had the most difficulty with this section. Their intent and direction are good, but some glaring inconsistencies and omissions seriously damage their results, in my opinion.

One of the most obvious is the report's failure to deal adequately with the struggle of women in church and society, or with the importance of that struggle for everyone. The committee included only one woman and only one layperson. Another disappointment was the way they compartmentalized the different aspects of sexuality in the final chapter on pastoral guidelines; by now we should know that it's not possible to separate and consider individually all the various aspects of the integrated whole which is sexuality.

On the whole, the report has some important things to say, not only to Roman Catholics, but to all Christians, especially in the last two chapters. Of special interest to readers of the Caucus newsletter are these remarks in the section on homosexuality:

It should not be too much to expect that the church and its leaders serve as more than a barometer of public moral opinion, that they take a lead in advance of the civil courts in championing the civil rights of homosexuals by working to change unjust social conditions, even when this is not a particularly popular cause. Eliminating discrimination on the basis of race and religion should extend logically to eliminating discrimination and injustice on the basis of sexual orientation.

It bears repeating . . . that where there is sincere affection, responsibility, and the germ of authentic human relationship--in other words, where there is love--God is surely present.

I couldn't come up with a better conclusion! Read this book; sifting the grain from the chaff is worth the effort.

- Darryl Notter, San Francisco (member of Caucus Coordinating Committee, and treasurer, since 1973)

TO : Linda Brebner, Marge Ragona, Lucille Barrow, Carole Etzler, Adele Peniman-Smith, Faye Ignatius, Joyce Stedje April 4, 1979

FROM : Gail D. Hinand

SUBJECT:

This is a reminder note that each of you have promised to send me by May 1 your ideas, exercises, etc. that can be considered as we plan for the sexuality consciousness-raising experience at the next COWIM meeting.

You may recall our frustration over lack of time for planning this experience and, as a result, our agreement to compile possible ideas and see if some of us geographically in proximity might not assume responsibility for "pieces" of the design. "Pieces" we might consider are theological, experiential, social aspects, issues we face in our ministry.

I think we also made it clear that each of you can send contributions, even if your participation at the next COWIM meeting is uncertain!

Thanks--I look forward to hearing from you.

GDH:KJL

5/23
Bitch, bitch, bitch!
Two of you listed
above replied - and
you know who you are -
please!
Attached is the resource list
I put together to go in
the COWIM mailing
based on our conversations.
Gail

TO THE MEMBERS OF COWIM

There is a sexuality consciousness raising experience being planned for the next COWIM meeting. In preparation for that, we are suggesting some books and articles you may want to peruse. These volumes have been suggested by a variety of COWIM women; it is by no means an exhaustive bibliography nor should it be considered authoritative.

EMBODIMENT, James Nelson, Augsburg and Pilgrim Presses, 1978. A thorough and intellectually complete theology of sexuality. \$8.95.

GETTING CLEAR, Anne Rush, 1976. A series of exercises designed to help put women in touch with their sexuality. Random House, \$5.95.

GOD AND THE RHETORIC OF SEXUALITY, Phyllis Tribble, Fortress Press. A study and witness of the development and flexibility of the biblical tradition, focusing on the female imagery of God in Hebrew scripture. \$6.50.

KISS DADDY GOOD-BYE: A Speakout on Incest. The stories of women who have had sexual relationships with older men, including members of their immediate family. Hawthorne, \$5.95.

LOVING WOMEN, LOVING MEN, Sally Gearhart and William Johnson. A series of articles relating gay liberation to liberation theologies. Glide Press, \$6.95.

MEDITATIONS ON THE GIFT OF SEXUALITY, Ted McIlvenna and Laird Sutton. A series of meditations on the uses and potential of sexuality. Published by Specific Press; distributed by Glide Press, 330 Ellis Street, San Francisco 94102, \$12.95 plus 65¢ postage.

THE MERMAID AND THE MINOTAUR: SEXUAL ARRANGEMENTS AND THE HUMAN MALAISE, Dorothy Dennerstein. A study of the social/psychological roots of sexual stereotypes. Harper and Row, \$9.95.

OUR RIGHT TO LOVE, Ginny Vida, editor. A resource guide for Lesbians and those people who live and work with Lesbians. \$9.95, Prentice-Hall.

CHRISTIANITY AND CRISIS

Rosemary Reuther

"The Personalization of Sexuality", April 16, 1973.

"The Sexuality of Jesus", May 29, 1978.

COWIM
May 1979



NATIONAL COUNCIL OF THE CHURCHES OF CHRIST IN THE U.S.A.



PROFESSIONAL CHURCH LEADERSHIP

A unit of the Division of Education and Ministry

475 Riverside Drive, New York, N.Y. 10027 Room 770 (212) 870-2144

M. William Howard

President

Claire Randall

General Secretary

James W. Gunn

Executive

February 12, 1980

Greetings, sisters:

Our next meeting is rapidly approaching. I'm eager to see you all and to work with you.

At our last meeting we celebrated COWIM's fifth birthday. Now we have entered into a new decade and a new age for COWIM. The evaluations from the last meeting point us toward some hard work for our future in the 1980s.

The upcoming meeting is going to be an extremely important one. Several important events are scheduled. This is election time and a new convenor must be elected along with new SC members-at-large. We also anticipate a CR session on sexuality.

The SC met once since the last COWIM meeting and will be meeting again this week. We are struggling with the felt need that COWIM is at the point of reconsidering its organization and goals. The evaluations raised this kind of question and direction for the SC. We will be presenting a proposal to COWIM in March. Please try to be present to give your input. Since the SC still needs to meet again and the mailing needed to go out now without plans for the March meeting being completed, you will receive an agenda in a separate mailing.

Please note that we plan to begin the meeting at approximately the usual time, 3p.m. on March 5th and adjourn at noon on Friday, March 7th. Again, let me emphasize for you to plan to be present for the whole meeting.

I am excited about our future and the impact we can have on the denominations. Let us enter into this with hope, prayer, enthusiasm, energy and vision.

Look for agenda soon, register soon and see you there.

Warmly,

Emma J. Justes
Convenor

EJJ:cej
Encls.

COMMISSION ON WOMEN IN MINISTRY

Marriottsville Spiritual Center

Marriottsville, Maryland

I N F O R M A T I O N

DATES: March 5 (3p.m.) - 7 (1p.m.), 1980

PLACE: Marriottsville Spiritual Center
Marriottsville, Maryland
Telephone: 301-328-2123

WE CONVENE: Wednesday, March 5, at 3p.m.

WE ADJOURN: Friday, March 7, at 1p.m.

PLEASE: Remember that late arrivals and early departures are disruptive to everyone. Come on time and remain through lunch on Friday. Allow one hour for travel between terminals and the Spiritual Center.

LUNCH: Wednesday, March 5 - 12:15p.m. A buffet lunch (\$3.50) will be provided for those whose travel schedule make arrival before noon advisable and who make a reservation in advance.

TRANSPORTATION Arrangements are being made for one pickup at the Baltimore-Washington International Airport and one pickup at the Baltimore train station on Wednesday, March 5, 1980.

Arrangements have been made with the NEW CITY CAB and Limousine Service, Joseph Square, Columbia, Maryland, 301/730-3200 (local call).

Pickup time at the terminals will be 1:30p.m. on Wednesday, March 5, and the return trip on Friday, March 7 will be at 1:00p.m. from Marriottsville. Please plan your travel accordingly.

The cost is \$6.00 per person each way from the airport and approximately \$7.00 per person each way from the train station, if four persons ride together. Fewer persons will pay proportionately more.

At the airport, enter the Allegheny terminal on the upper level. Proceed to the far right where the large buses are parked. Look for a two-tone blue maxi-wagon. If you have any difficulty locating the car, please call Josie, New City Cab's dispatcher, at 301/730-3200.

At the train station, look for the NEW CITY CAB outside the main entrance. If you find it necessary to arrive in the morning, please wait until 1:30p.m. If you want to go on your own in the morning or if you arrive after 1:30p.m., you will have to secure a cab on your own (a cab costs at least \$20.00 one way per person).

.../

COSTS: \$55.00 per person (2 nights, 6 meals, coffee breaks)

15.00 registration fee (for program and administrative expenses for COWIM meeting. Must be sent with enclosed registration form prior to meeting. Nonrefundable).

\$70.00 TOTAL

\$ 3.50 additional charge if you make reservation for lunch on Wednesday, March 5.

/NOTE: There are no partial rates/.

MEALS:

In response to COWIM's request, the Marriottsville Spiritual Center is willing to serve one meatless meal per day during full Commission meetings and to provide a vegetarian casserole/menu at each meal for those who have requested same prior to the meeting. Please indicate your choice on the registration form.

Professional Church Leadership
Division of Education & Ministry
National Council of Churches
475 Riverside Drive - Rm. 770
New York, NY 10027

PLEASE RETURN BY
February 22, 1980

COMMISSION ON WOMEN IN MINISTRY

Marriottsville Spiritual Center

Marriottsville, Maryland

March 5-7, 1980

R E G I S T R A T I O N

(Please read INFORMATION pages before completing this form)

/YOUR NAME/ _____

ADDRESS _____

Telephone _____ (office) _____ (home)

Denomination/Agency _____

Yes () No () I will attend the COWIM meeting, March 5-7, 1980.

Yes () No () I will need transportation from air or train terminal to the
Spiritual Center. (See information pages for instructions).

Airline and flight # _____

Arrival Date: _____ Time: _____ a.m. _____ p.m.

Terminal: () Baltimore-Washington International Airport
(no other)
() Baltimore train station

Yes () No () I am driving to Marriottsville Spiritual Center.

Yes () No () Is this your first meeting?

Yes () No () Reserve lunch for me on Wednesday, March 5. (No reservations,
no lunch).

Yes () No () Vegetarian casserole/menu requested.

Yes () Check enclosed (make check payable to Professional Church Leader-
ship. Registration fee of \$15 is non-refundable).

Yes () No () Bill the following person for my room and board expenses at
this meeting. PLEASE PRINT:

NAME _____

DENOMINATION/AGENCY _____

ADDRESS _____

Professional Church Leadership
Division of Education and Ministry
National Council of Churches

December 31, 1979

MEMO FROM TOM WOOD

This First Newsletter was completed on Friday, December 28. On Saturday, December 29, Susan learned that a lump in her breast was malignant. She entered the hospital yesterday (Sunday) and will undergo a complete mastectomy on Wednesday, January 2. She is handling the situation well. Hospitalization will probably run about a week following surgery followed by a 3-4 week convalescence at home. I know she would appreciate your cards or calls.

Hospital: Room 6202
St. Vincents Hospital
200 W. 86th Street
Indianapolis, IN 46260
Tel.: 317/871-2764

Home: 5342 Fallwood Drive #114
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WOMEN, RELIGION & POLITICS

THE EIGHTH ANNUAL

WOMEN'S INTERSEMINARY CONFERENCE at

February 22--24, 1980

Lutheran Theological Seminary

7301 Germantown Avenue

Philadelphia, PA 19119

(215) 248-4616

Each year the Women's Interseminary Conference brings together seminary women from a number of denominations, seminaries, and age groups. We invite you to come to Philadelphia to take part in this 8th conference sponsored by the women of the Lutheran Theological Seminary at Philadelphia and the Commission on Women in Ministry (COWIM) of the National Council of Churches.

Goals for this year's conference are:

1. To provide an ecumenical atmosphere of support;
2. To share the problems and opportunities women face in the religious-political structure; and,
3. To offer insights and viable approaches to help women function inside rather than outside the existing structures.

Full-time registration, including housing (bring a sleeping bag) and meals, is \$30.00. Room and board \$15.00 for the weekend. Registration \$15.00 for the weekend. Friday registration only \$8.00. Saturday registration only \$10.00.

We hope that you will share this with other women in your school. If you want additional information or more brochures, please contact:

Ruth M. Hankins, Coordinator

7301 Germantown Avenue

Philadelphia, PA 19119

SPEAKERS:

BEVERLY W. HARRISON, Professor of Social Ethics, Union Theological Seminary, New York will give the keynote speech Friday evening on the topic: Faith, Power, and Politics: a Woman's Agenda.

VIRGINIA RAMEY MOLLENKOTT, author of Women, Men, and the Bible, and Is the Homosexual My Neighbor? (with Letha Scanzoni) will be the featured speaker Saturday afternoon. Dr. Mollenkott is a theologian and professor of English at William Patterson College in New Jersey.

REGISTRATION FORM

Mail to: Ruth M. Hankins, 7301 Germantown Avenue, Philadelphia, PA 19119

NAME _____ SEMINARY _____

ADDRESS _____

ZIP _____ PHONE _____

Register me for the following three workshops: # _____, # _____, # _____ (over)

SCHEDULE

Friday:	Afternoon	--	Registration
	5:00-6:00 p.m.	--	Dinner
	Evening	--	Keynote address by Beverly W. Harrison (7:10-8:10) Worship
Saturday:	Morning	--	Panel and workshops (9:30-11:30)
	Afternoon	--	Panel and workshops (12:50-2:50) Session with Virginia Ramey Mollenkott (3:00-4:00)
	Evening	--	Agape feast Coffeehouse
Sunday:	Morning	--	Interest groups, closing worship
	12:00 noon	--	Brunch and goodbyes

WORKSHOPS FOR WOMEN'S INTERSEMINARY CONFERENCE

Below is a listing of workshops for the conference which will be led by people from the greater Philadelphia area, drawing on many denominational backgrounds and organizations, such as COWIM, Women in Transition, and Friends Peace Committee. In addition to brief presentations by the workshop leaders, there will be opportunity for questions, sharing joys and problems, and dealing with the problem of what we can do about our concerns as we return to our individual communities.

Please list your first, second and third choices on the registration form:

- | | |
|---|--|
| 1. abuse counseling | 10. sacred dance/movement |
| 2. aging | 11. sharing ministry with women
(men only) |
| 3. Christian education as
learning model | 12. the single pastor |
| 4. church and state -- ERA and
abortion | 13. social policy and the church |
| 5. issues in proclamation --
preaching | 14. two-career families |
| 6. issues of sexuality and
professionalism | 15. women faculty (faculty only) |
| 7. ministry outside the parish
setting | 16. women in power and power
structures |
| 8. peace at home and abroad | 17. women ministering to the needs
of women |
| 9. racism and sexism | 18. women's symbols |

TRANSPORTATION: ARRIVAL: Date _____ Time _____

via: Plane _____; ☐ Train; ☐ Greyhound; ☐ Trailways; ☐ Car
 airline flight #

HOUSING: ☐ Need housing; ☐ Do not need housing

Housing Coordinator: Joyce Hathaway, Box 218, 7301 Germantown Avenue, Philadelphia, PA 19119

Check (payable to LTSP) enclosed in the amount of \$ _____ to cover:

☐ Room and board; Registration: ☐ full time; ☐ part time (Friday only/Saturday only)

HALF-TIME POSITIONS AS
RESEARCH / RESOURCE ASSOCIATES
in Women's Studies
for 1980-81 at
HARVARD DIVINITY SCHOOL

RESPONSIBILITIES

Through this program which was begun in 1973, the Divinity School strengthens and draws out resources and perspectives as they relate to the role, status, image and ethical dilemmas of women in the Christian and other religious traditions. The Associates pursue research in Women's Studies in their various fields, and share this research through the teaching of a colloquium or seminar.

Each Research/Resource Associate is a member of one of the departments of the Divinity School: Old Testament, New Testament, Church History, History of Religions, Theology, Ethics, Applied Theology. They also meet together regularly to discuss topics from their various disciplines and work collectively to promote a rethinking of the underlying assumptions of the educational experience.

ELIGIBILITY

- (a) a demonstrated competence in one of the Divinity School's departmental areas of study;
- (b) a commitment on the part of the applicant to relate her or his discipline to questions concerning the role, status, image, and ethical dilemmas of women.

SALARY

\$5,000 and benefits, for a half-time appointment extending from September 1, 1980 through June 30, 1981.

DEADLINE

Applications must be submitted by February 27, 1980. Final decisions will be announced by March 30, 1980.

For further information and application forms, write to:

Constance H. Buchanan
Coordinator of Women's Programs
Harvard Divinity School
45 Francis Avenue
Cambridge, Massachusetts 02138

JOURNEY TO FREEDOM

at KIRKBRIDGE RETREAT CENTER
Bangor, Pa. 18013

MARCH 21-23, 1980

Friday 7PM dinner through Sunday 1PM lunch

A WEEKEND for FEMINISTS, LESBIANS, ADVOCATES-WOMEN OF ALL FAITHS

A TIME for SHARING, PLANNING, REMINISCING and CELEBRATING

Co-Sponsored by:

National Council of Churches' Commission on Women in
Ministry's Task Force Gay Issues and Ministry, Metropolitan
Community Church's Womens Task Forces for the Mid-Atlantic
and Northeast Regions, New Ways Ministry of the Roman Catholic
Church, Religion and Women Task Force of the National
Organization of Women

COST: \$55 (of which \$20 is registration fee)

Kirkbridge is a mountain retreat center in Eastern Pennsylvania, 85 miles
from New York City and Philadelphia

Please register me for Journey to Freedom II March 21-23, 1980

I enclose _____ registration fee

Name _____

Address _____

Phone _____

KIRKBRIDGE, BANGOR, PA. 18013



NATIONAL COUNCIL OF THE CHURCHES OF CHRIST IN THE U.S.A.



PROFESSIONAL CHURCH LEADERSHIP

A unit of the Division of Education and Ministry

475 Riverside Drive, New York, N.Y. 10027 Room 770 (212) 870-2144

M. William Howard
President

Claire Randall
General Secretary

James W. Gunn
Executive

December 18, 1979

Dear Sisters:

Christmas is upon us and I'm sure my experience of this season is not an unfamiliar one to you: chats, hectic schedules, fatigue, being pushed to the limit emotionally and in terms of time -- all in the name of the "church"!

This fall has found our office extremely busy and trying to adjust to this system of quarter time staffing. Hence the tardiness of the minutes is a sign of our massive juggling act. Anyway, I have my teeth into COWIM and can see some of the questions and challenges facing us.

Enclosed is a copy of the COWIM Communicator for which we are gratefully indebted to LaVonne Althouse. This Communicator has been sent to your denominational representatives of the Program Committee for Professional Church Leadership. In the future, Faith Pomponio of the News and Information Office here at the NCC has agreed to directly send out any communication we might have to all of her press contacts, thereby simplifying our work.

I hope you are able to find the serenity and wonder of the coming of new life at this season. Isn't it awesome to look into the face of a new decade?

May all of us know the joy and wonder of birth during this season.

Let me hear from you.

Your Sister in Christ,

(The Rev.) Lee Hancock
Staff Associate for
Women in Ministry

LH:cej
Encls.

COMMISSION ON WOMEN IN MINISTRY
National 4-H Center
Washington, DC

October 18-20, 1979

MEETING NOTES

Opening Plenary

The October 18-20, 1979 meeting of the Commission on Women in Ministry was held at the National 4-H Center in Washington, DC. The first plenary was opened with remarks by the convenor, Emma Justes, with introduction of COWIM's quarter-time staffperson, Lee Hancock. Present during the two days were:

LaVonne Althouse, Jean Barkley, Linda Brebner, Barbara Campbell, Sharon B. Christopher, Ann Conrad, Mary Cline Detrick, Sally Dries, Patricia Farris, Shelley Finson, Pamela Ford, Beth Glick-Rieman, Janis Grubbs, Anne Guild, Irene Hardman, Anne Harrison, Lois Helgeson, Gail Hinand, Sharon Howell, Faye Ignatius, Mary Isaac, Emma Justes, Donald Kellogg-Van Orden, Dalila Kruger, Veronica Lanier, Marni Politte, Susan Robinson, Mary Sanderson, Sidney Skirven, Hazal Staats-Westover, Joyce Stedje, Anne Stewart, Diane Tennis, Susan Thompson, Denise Tracy, Marjorie Warner

Invited Guests: Joan Clark, Ruth Fitzpatrick, Joyce Scherer
Staff: Lee Hancock, Carole Jones

Steering Committee Reports:

A. Funding/Interpretation

Sally Dries, reporting for the Funding/Interpretation Committee, stated that in line with COWIM's recommendation for wider information-sharing, the Funding/Interpretation Committee has developed the COWIM Communicator (copy enclosed) to be sent to denominational news offices and all COWIM members.

Additional items on which the committee has worked include:

1. development of a new COWIM brochure and a logo for stationery;
2. preparation of a letter to be sent to denominational offices for the purpose of establishing a "women in ministry" network;
3. the possibility of a presentation on the work of COWIM at the May 1980 NCC Governing Board meeting;
4. approval of a recommendation that each denomination represented on PCL's Program Committee be asked to create or expand existing women in ministry offices in such a way as to allow for at least 50% of the staff person's time to be spent on work specifically related to women in ministry.

B. PCL Placement

Linda Brebner spoke to the issue of placement of women as a primary objective as COWIM moves to the new "project area" style developed by PCL Program Committee. She explained the importance of seeing placement as integral to all the work in which COWIM is presently involved and not as a separate job responsibility for COWIM's staffperson.

C. Budget Items

The Steering Committee recommended that budget item requests be submitted to the SC for discussion at Friday afternoon's plenary.

D. Worship

Worship service was conducted by Lee Hancock and Tricia Farris.

E. Community Building

The following new members were introduced and welcomed:

Sharon Brown Christopher - UMC, Milwaukee, WI
 Pamela H. Ford - UMC, Carlisle, PA
 Janis Grubbs - ABC, Rochester, NY
 Ann L. Guild - RCA, Islip, NY
 Irene A. Hardman - UPCUSA, Washington, DC
 Sharon Howell - UMC, Topeka, KS
 Donald Kellogg-Van Orden - UMC, Chelsea, MA
 June Nilssen - LCA, Milwaukee, WI
 Anne Ross Stewart - UMC, Bethesda, MD

Issues of Concern:

- a. approved a congratulatory letter to be sent to Barbara Wheeler, President-elect of Auburn Theological Seminary;
- b. approved a letter of support to be sent to Sr. Theresa Kane, of the Roman Catholic Church, for her protest before the Pope on his recent US visit;
- c. shared information on the open position for President of Garrett Evangelical Seminary. Interested persons should contact Emma Justes;
- d. announced the resignations of Holly Bell and Joan Campbell. Lynne Josselyn and Helen McKune were not reappointed to the UMC delegation;
- e. accepted an invitation from UCC's Susan Savell to attend a celebration of the ministry of Valerie Russell, who will be leaving her post as assistant to UCC's president at the end of December.

The meeting adjourned at approximately 5:30 for dinner.

The task forces met to discuss items of concern (refer to TF reports for full summary).

During Coffee House, COWIM celebrated its 5th anniversary and shared with convenors, Mary Isaac, Joan Martin and Emma Justes some of the important milestones in the life of COWIM. The birthday party recognized Linda Brebner's efforts in establishing COWIM from the beginning.

Closing Plenary

COWIM's convenor, Emma Justes, convened the meeting with a request that denominational caucuses press for more inclusion of minority members in their delegations in an effort to satisfy COWIM's goal of 50% minority representation.

Task Force Reports (for more detail refer to reports which are attached)

Theological Education:

1. Joan Martin reported on COWIM's \$300 contribution to PACTS for its May 1979 conference.

2. Mary Cline Detrick stated that plans are underway for the Women's Interseminary Conference to be held February 22-24 at Lutheran Seminary in Philadelphia.

3. Sid Skirvin outlined an in-care program which is being conducted by UPCUSA's Vocation Agency which aims at providing female role models for Presbyterian students in seminary.

4. Joan reported that WUTA's coordinating committee had made the decision to disband its staff and committee, and to work through existing organizations, such as Church Women United.

5. Joan gave an update on the task force's essay contest; members were asked to provide contact persons and addresses of seminaries which are to receive flyers. Members assumed responsibility for posting flyers in relevant locations announcing the contest.

Gay Issues in Ministry:

Linda Brebner reported

1. the task force has proposed the compilation of 300 packets for sale on the issue of institutional and individual homophobia.

2. continuing participation in planning "Journey Toward Freedom" to be held in March 1980 at Kirkridge.

3. the proposed gathering of denominational gay caucuses in 1981.

4. a resolution in support of Joan Clark for sharing a political analysis on homophobia at COWIM's meeting:

"A resolution of heartfelt thanks to Joan Clark for her sharing through her personal presence at COWIM and her astute political analysis of homophobia. We resolve as her sisters on the Commission on Women in Ministry to continue to be in solidarity with her in our ongoing struggle of confronting homophobia in the Church."

5. the expansion of the TF to include all issues of sexuality.

Models of Leadership:

Shelley Finson shared:

1. the groups' proposed design for affirming and developing relationships between women in ministry;
2. the proposed development of video tapes to illustrate the types of problems women face in their occupational situations;
3. development of a bibliography for the promulgation of more honest working relationships with men.

Employment:

1. Recommended that the bibliography project being conducted by Joyce Scherer be extended for the purpose of identifying additional unpublished data;
2. Announced the development of a newsletter to be distributed through Diane Tennis' office;
3. Proposed establishment of a parallel placement system;
4. Advocated the study of maternity leave policies for clergy within denominations.

NAAHA:

Mary Isaac shared the plans for a followup consultation of ethnic minority women to be co-sponsored by COWIM and the NCC's Office for Justice for Women. Target date: Spring 1981.

Steering Committee:

1. appointed Nancy Krody and Hazel Staats-Westover to be Linda Brebner and Tricia Farris' alternates at the January SC meeting and March COWIM meeting;

Steering Committee (cont.)

2. approved a recommendation that COWIM communicate to NCC member denominations by letter to PCL representatives the importance of a clear appointment process for COWIM delegates. The letter, to be signed by COWIM's staffperson and convenor, should request a report back on the process for appointing COWIM representatives and a listing of denominational delegations for the next three years. Emphasis should be placed on denominations appointing representatives as a matter of routine, rather than when they are requested to do so by COWIM. The letter should include a request that staff with primary responsibility in the area of women in ministry be permanently assigned to membership.
3. set next SC meeting date: Friday, January 11 beginning 8p.m. thru Saturday, January 12, 9a.m. thru 9:30p.m. in the Normandy Room at Seaman's Institute in New York.
4. requested Lee and Emma to prepare process design for January's SC meeting.
5. authorized up to one-third expenses for Joan Martin's attendance at NCC's Conference on Sexism and Family representing COWIM.
6. requested from ad hoc Sexuality Committee a 2½-hour CR session on sexuality and ministry on the second night of the March meeting.
7. underlined the necessity to clarify decision-making procedures re expenditures and financial matters.
8. recognized the need to designate tasks to COWIM membership for a style of shared responsibility, thereby advocating better use of staffperson's time.
9. requested reconsideration of Worship as agenda item for future meetings.
10. recommended a report on meeting evaluations at January's SC meeting.
11. offered blessings to Linda Brebner on eve of her departure for Peru - "Vaya con Dios y bendiciones, Linda."

The meeting was adjourned at approximately noon to reconvene March 1980 at Marriottsville Spiritual Center.

12/17/79

COWIM COMMUNICATOR

/COWIM SUPPORTS KANE, CLARK/

Commends RCA; Plans Work

The Commission on Women in Ministry celebrated its fifth birthday by taking a series of diverse actions and projecting wide-ranging plans to enable and support the employment of lay and clergy women in ministries of the Church. COWIM, a unit of the National Council of Churches' Division for Professional Church Leadership, met at the National 4-H Center in Washington, DC October 18 to 20, 1979.

The actions included a letter of support for Sr. Teresa Kane, RSM, who confronted Pope John Paul II in Washington on October 7th on the issue of ordaining women as Roman Catholic priests. Individual members were also asked to write her about their support. The group also sent a letter of congratulations to the Reformed Church in America who, deciding in churchwide convention last summer that women are persons within the definition of its constitutional provisions for ordination, has affirmed the ordinations of four women and will continue to ordain approved women candidates.

On Friday night the Commission heard Joan Clark of New York City present what one member accurately called "a devastating political and economic analysis of the reasons homophobia remains entrenched in our society and its consequent costs for gay persons, for other individuals and for society as a whole." Ms. Clark's resignation was requested by the United Methodist Women's Division last May after seven and one-half years of staff service when she announced she is a lesbian. On Saturday COWIM affirmed support for Ms. Clark in her continuing efforts to be reinstated and asked members to continue to write letters in her behalf to the Women's Division.

COWIM sent congratulations to Barbara Wheeler who, recently elected president of Auburn Theological Seminary in New York City (related to Union Theological Seminary), becomes the first woman ever to hold such a position. Members asked that the names of competent women candidates be sent to search committees seeking presidents for Garrett Evangelical Theological Seminary in Evanston, IL and at Perkins School of Theology in Dallas, TX.

Theological Education

The Task Force on Theological Education, concerned about women's preparation for ministry and their continuing education, is sponsoring a contest for seminary women and women concerned with seminary education. Women are invited to write essays of up to 3,000 words on Women as Change Agents in Theological Education or to design a seminary curriculum which would meet needs of women students and better prepare all students for an inclusive ministry.

The task force contributed funds to a conference of Pacific and Asian American women, seminarians and professionals, held last May on the west coast, and will send three professionals to the Women's Interseminary Conference in Philadelphia next February.

Related to work for Women United for Theologizing and Action (WUTA), a special program of this task force, the Rev. Carol Adams has received a grant to follow up a week long conference for women doing ministries in rural situations she guided last summer. The Women's Division of the United Methodist Church grant will enable Rev. Adams to compile a resource book for rural ministry. WUTA has closed its national office after four years but the task force laid groundwork for a continuing newsletter and will explore ways to involve several groups in implementing recommendations that carry forward some of its concerns.

As a model for other communions the task force reported on contact teams set up by the United Presbyterian Church Vocation Agency to relate to Presbyterian students at non-Presbyterian seminaries. Composed of pastors and seminary students, including at least one woman pastor on each team, they are available to answer students' questions about securing placement and working in ministry within the denomination.

Providing models of leadership for women in ministry includes raising awareness about how actions affect other people. A Task Force on Models of Leadership projects a series, probably of video/audio tapes for small groups that show seven situations where self-image is poor behavior, is self-defeating or communication is inadequate, provide time for small group reflection and discussion, and then replay the same situation with effective behavior and communication. Several other projects are at the exploratory stage.

Ethnic Minority Concerns

A Task Force on Native American, Hispanic American, Asian American and Black American women projects two information-gathering efforts. Members will check with ethnic caucuses of major North American communions (and seek out such caucuses in smaller denominations) to ask how the caucus is impacting the denominational structures, how intercommunication between caucuses could aid such groups, and how church members could better understand their structures' need to respond to issues that such caucuses raise.

The task force will also seek to learn the three or more top priorities of ethnic minority women within denominations, will ask how these priorities differ from those of ethnic minority men in the same communions and will ask what the women would like to see developed in the way of support outside the denomination that would help them achieve their goals.

Gay Issues in Ministry

In addition to presenting Joan Clark Friday night, the Task Force on Gay Issues in Ministry is designing instruments that will enable

individuals to assess their own homophobia, that of their institutions, the way their attitudes affect the institution and vice versa. They will again cooperate with planning and executing a Journey Toward Freedom conference for persons wishing to understand homophobia and discuss its impact on the Church, which will be held at Kirkridge in Pennsylvania in May 1980.

The task force is exploring whether or not women in denominational national gay caucuses feel a need to confer in 1981 and will designate some funds for planning such a conference if the need emerges. They also project a Conference on Sexuality and Ministry for 40 to 50 persons to be held in 1981. It will address such issues as Sexuality and Spirituality; Sexuality and Power; Theological Ethics Concerning Sexuality; Homophobia and the Dynamics of Intimacy and Its Impact on Ministry.

Finally, the task force reported it will change its name to Sexuality and Ministry, making certain to keep the issue of homophobia as one of its ongoing central concerns.

Employment Issues

The Commission's Task Force on Employment, meanwhile, continued to work on its three-year goals to increase church-related employment opportunities for lay and ordained women.

A second issue of "Placement Happens When..." is projected to include a bibliography of books, articles and information helpful in the placement of women in parish ministry. More than 5,000 copies of the first issues of this newsletter, out last August, have been distributed by denominations to placement personnel within their structures, and at least two communions are including its information in their regular communications to such persons. Two Lutheran representatives agreed to seek information about the relation of women seminary interns to the calling of women as parish pastors in the American Lutheran Church and in the Lutheran Church in America. A report on a project of the Christian Churches (Disc. of Christ) which placed three women as interim pastors in congregations in three different jurisdictions over a two-year period concluded with the statement that no congregation subsequently called a woman pastor. All participating congregations, however, reported favorable and creative experiences with the interim pastor.

The task force heard a report on a design to bring together lay and clergy women "to examine the past, experience the present and explore the future of women as effective leaders in the Christian Church (Disc. of Christ)." The conference is projected for the Spring; a report of its findings will be received and shared by the task force.

A sub-committee of this group will gather information from a variety of sources about maternity/paternity leave for pastors in denominational and ecumenical ministries. Another will collect data about places to list and learn about job opportunities for lay and ordained persons in ecumenical ministry at the local, juridicial and churchwide levels.

TASK FORCE ON EMPLOYMENT

Goal 1-E

Recommend the following to complete bibliography project:

1. Identify additional resources (strategies) in places where now only oral tradition or mimeo - need to write and edit.

By December 1 to Joyce - Lois/ALC, Sally/UCC model
Susan- brochure for pulpit committees and tape October conference

2. What's already written - provide to Joyce by December 1.
Emma/United Methodist, Joyce/Episcopal meeting
Susan/Contact Carol Crumley (DC) and Alban Institute
Diane/ministry file

3. Check denominational magazines - report articles to Joyce by January 1, 1980
Lois/ALC, LaVonne/LCA, Sharon/United Methodist,
Faye/ABC, Mary Sanderson/UC Canada, Mary Isaac/AD,
Concern, Connect, Susan/Disciples, Diane/Survey, PCUS

4. Process

- a. Contents of newsletter be quotations from or abstracts of bibliography
- b. Next newsletter by April 1, 1980 thru PCUS
 1. Joyce decide specific content - ask for \$300 for her to carry on project.
 2. Send out for mechanical preparation.
 3. Reproduction and distribution
\$400 to print - possible sources:
Faye - \$150
Susan - \$100
Diane - \$100
Ann - \$50

Send checks to Diane to establish
COWIM newsletter savings account
either fiscal 1979 or 1980.

\$25.00 - mailing (ask COWIM office to do this)

- c. Send cover letter with published newsletter explaining who the letter is addressing and how to order more.

5. Effective distributions

- a. LCA picks out "useful" parts of newsletter and reproduce for wide circulation with denominational mailings.
- b. Get out to executives, placement officers, seminaries and women's networks.
- c. Insert with your own newsletter along with regular mailing.

- d. Place in regular mailings to congregational leaders (such as ALC Acts).

Goal 1-B Model of Clergywomen/Laywomen Conversations -

Disciples: January in Dallas, March in North Carolina developed by three clergywomen and three laywomen (all clergy wives).

Susan to report learnings at March COWIM.

Clergywomen in interim ministry - learnings in report of Disciples -

- a. Limits of creativity among executives
- b. Short interims upsetting - next project hopefully will use 12 months with each place.
- c. Lois to study (with backup material) connection between intern and interim ministry by women and placement of women clergy (Iowa). Also clergy couples.

Goal 2A.

Women seminary students meet with women clergy to discuss realities of placement

- 1. New data - field executives do meet jointly
- 2. U.P. has a program of contacts with 18 seminaries and denominations- plus Austin, Perkins, Yale, Harvard, UTS (2)
- 3. Disciples(?) Interseminary discussions
- 4. Eastern in PA in planning stage.

Saturday Assignments:

Sharon: Check on Methodists for money and whether they used the newsletter
 Lois: Provide task force minutes
 Sharon, Joyce, Diane: meet with Theological Ed. Task Force

Sub-Group Reports:

- a. Placement of Clergy - group to report to theological education:

"We agree that it was important for women to be informed of the realities of the placement process and for them to see women who had succeeded in going through the process. We agreed that a part of this process might be implemented by having women grads return to their respective schools to speak on placement.

Because of the diversity of needs at various seminaries and in different denominations this kind of program must be generated in the seminary.

b. Correspondence Item Group

Maternity leave for clergy:

1. LaVonne Althouse article in Women's Pulpit asking for date about how maternity leaves are handled.
2. COWIM members should contact denominational offices to get official stand - send to Faye Ignatius by February 1.
3. Do churches give maternity/paternity leave?
4. Review information at March meeting.
5. Bring in federal law on pregnancy disability.

Setting up a parallel placement system:

1. Agreed to use the denominational system.
2. Need info on how NCC system works. Will check with NCC.
3. Ecumenical jobs might need national network to spread word about openings.
4. What does BTI offer on job openings?
5. Advertise a place to write to tell about jobs and ask what jobs are available. Might be asking too much to have a group publish and circulate information.
6. Need information on who publishes job openings- Sally by March
7. Put in information we have now - 1 page on how to find jobs. Where they are:

Apple Core
BTI
The Flyer

EWG
Woman's Pulpit
Campus Ministry Women

Laity Employment:

Lay ministers here means all non-ordained church employees. The Newsletter needs to address both clergy and lay staff (paid). Committee members to send data to Joyce in these areas for inclusion from time to time in newsletter.

Ann Conrad - Clergy automatically vote on church business - lay staff usually votes only when part of general laity quota.

Irene - The system is designed for clergy-lay ministers (leadership and support) are not a part of the system; they just serve it.

Lois - Differentials in salaries, tax benefits, etc. Pension inequalities: who of lay ministers can participate? Percentage of age of return? How long can you be outside the church without losing benefits? Retirement age vs. years of service. Male salaries higher than female.

Mary Sanderson - Lay ministers often feel more tension between lay and clergy than they feel male-female tension.

Mary Isaac - Need to broaden scope of upper level jobs to move support staff up the ladder.

Irene: Women tend to find themselves in jobs that are expendable and are vulnerable to losing jobs in times of financial crunch.

General observation: Church staffs attract middle-aged, locally established persons (especially support staff) because churches do not meet the financial needs of those who need to support a family with such things as social security, living wages, adequate pension systems.

Consensus Item -

PCL should receive the report on the activities of this task force and its Newsletter.

12/14/79

RESOLUTION

The Employment Task Force recommends that the bibliography project be extended in order to identify additional unpublished data. (The process for doing that is described in the minutes). The Task Force requests \$300 for Joyce Scherer to coordinate the work. Further, the data of the bibliography will be the content of the second newsletter on placement which will be published by April 1, 1980. Printing costs of \$400 will be paid by task force members' offices; there is a request for COWIM to pay distribution costs of about \$25. Finally, the task force recommends that that section of the minutes which describes the newsletter on placement be a part of COWIM's report to PCL at its next meeting.

GAY ISSUES AND MINISTRY TASK FORCE

1. 300 packets of educational and information materials as well as instruments to do self-assessment and group assessment in relation to homophobia. These packets are for use in local churches, judicatories, church agencies. Denise Tracy will coordinate the selection of resources as well as creating the instruments by the March meeting. Cost: approximately \$2,000 (\$1,500 from 1980 budget and \$500 from 1981 budget) most of all of which will be returned through the sale of packets.
2. Continued participation in the planning and leading of the Journey Toward Freedom Conference at Kirkridge for religious, lesbian, feminist women and advocates in March 1980. \$200 requested from the 1979 budget for planning committee and publicity.
3. A gathering of women in denominational national gay caucuses in 1981 provided there is a felt need expressed in response to our inquiries. \$200 requested from the 1980 budget for the planning committee.
4. A Conference on Sexuality and Ministry (40-50 women, some of whom would be from COWIM) in 1981 dealing with such issues as sexuality and power, theological ethics concerning sexuality, homophobia, the relation of sexuality and spirituality, the dynamics of intimacy and how all of these issues impact our ministry. \$1,000 for a consultant to help the planning committee and participants to deal with the dynamics of such a conference and expenses of the planning committee. It is recommended that \$500 come out of 1980 budget and \$500 from the 1981 budget.
5. We would encourage COWIM to participate in a re-visioning process during the next COWIM meeting as suggested by the Steering Committee. In anticipating that process, we believe that there should be a Task Force on Sexuality and Ministry, one major focus of which would be the continued addressing and eliminating of homophobia.
6. A resolution of heartfelt thanks to Joan Clark for her sharing through her personal presence at COWIM and her astute political analysis of homophobia. We resolve as her sisters on the Commission on Women in Ministry to continue to be in solidarity with her in our ongoing struggle of confronting homophobia in the church.

12/14/79

TASK FORCE ON WOMEN IN THEOLOGICAL EDUCATION

Thursday, October 18

Present: Jean Barkley, Mary Cline Detrick, Tricia Farris, Sharon Howell, Emma Justes, Donald Kellogg-Van Orden, Joan Martin, Sid Skirven, Hazel Staats-Westover

Essay Contest

a. Publicity shared with group; update on purpose; questions about getting publicity out; decision to use COWIM contacts to get some flyers out. Emma will get copy translated into Spanish; copy typed and sent to Sid Skirven who will make copies and get them to Joan. Sharon will send out copies to those seminaries we don't know.

b. Judging - whole task force will act as judges; what criteria will we use? Joan and Mary will work out criteria.

Letty Russell letter from Joan - appreciation for Interseminary Fund.

Interseminary Conference to be held February 22-24, 1980 at Lutheran Theological Seminary, Philadelphia, "Women, Religion and Politics".

Jean waiting to hear from west coast contacts regarding Interseminary Conference in the west. Suggested we fund travel for a few west coasters. Decision to go ahead and press for west coast. Will ask Jean to do this.

Friday, October 19

PACTS Conference - Joan Martin moved that task force decision revert to original decision from task force (May 1, 1979) because the SC acted in violation of organizational statement of COWIM. AGREED that request to NAHA for \$150 be rescinded.

Joan and Lee to go over budget with PCL's executive to see how it is laid out and how it could be set up with the computer so we can have a clearer sense of what's happening.

WUTA Report - low number of applicants for summer programs; applicants in for summer coordination; extensive publicity and followup; Minneapolis interracial planning group was beneficial in the planning process. Toronto program with 35 in attendance was done by Shelley Finson and Ruth Evans. First time cross-Canadian experience for women in ministry.

Women in Rural Ministries - money available so funds shifted to producing a book-resource on issues rather than program.

And Your Daughters Shall Prophesy - out this fall, Pilgrim Press.

ITC program this spring - Not done in connection with WUTA but program was carried over from last March's consultation.

Newsletter - plans to have it produced twice each year to share educational events for women.

WUTA programmatic guidelines will be made available by Tricia (for next year) to Interseminary Conference and to TF members for others.

A need for history of Seminary Quarter/WUTA - call forth process for drawing together history.

Tricia realized she did not actually ask Jim to send \$200 to WUTA as we voted to do last meeting.

Joan Martin moved that seed money for west coast be \$700 (with the PACTS \$300 to come out of the \$1,000). AGREED

Joan Martin moved that due to closure of WUTA and disbandment of coordinating committee that the \$200 decision be rescinded. AGREED

Joan moved that the former chairperson of coordinating committee ask the former administrator to see that an audit is made of WUTA. AGREED

SQAG/WUTA History - re resources, interviews, drawing all this together. Importance - pedagogical alternative, model for women not to be lost, biographical section; video tape interviews with groups of women outside interviewer - Adaire Lumis; \$7,500 request for funding this project.

Hazel reported from visit to Employment Task Force re importance of contact with women in ministry. Sid moved that we provide \$500 for Interseminary Conference for travel for three role model women to attend and participate in conference.

Saturday, October 20

Discussion of faculty situation at McGill - proposal to hire a woman as adjunct faculty member. Task Force decided to send a letter of support. Jean to draft letter; Tricia and Emma will send.

Sid described UPCUSA Vocation Agency Contact Teams to maintain "care" relationships with Presbyterian students at non-Presbyterian seminaries. Each team contains an ordained woman and a laywoman. Sid will draft letter commending Vocation Agency.

Joan announced the National Women's Studies Association Conference to be held in Bloomington, IN (Univ. of Indiana) May 16-20, 1980, with workshops, seminars, panels on feminist educational models.

Gay-lesbian Seminararians at Harvard November 8-11, 1979. We will send a letter to the contact person mentioning our interest and asking for any report developed. Tricia will draft letter and get it co-signed by Gay Issues TF.

Task Force Focus: a. need for women who are in theological education to be present; b. need to look at many levels of impact for next meeting; c. What has been the role of Interseminary Conference? SQAG? Personal impact of TF members?

Mary and Joan will work on criteria for judging essays for contest.

Emma will work on reading process for judging essays

SQAG History Project

Components:

1. pedagogy
2. Resources - Lilly evaluation, reports, Grailville events
3. Story telling interviews
4. Spinoff
5. Chronology
6. Combat the "halo" effect on questionnaire

Process:

1. questionnaire
2. development of cassette tapes
3. groups geographically
4. Time line - fall 1981

People:

1. Women doing Theology Conference

Joan will work with Lee.

Joan asked for empowerment from the group to have informal contacts regarding this project with people who are interested in investment in SQAG, etc., especially regarding process.

Task Force on Theological Education
Summary of Actions and Decisions

1. Contest for Women in Theological Schools
 - a. Decision to have publicity translated into Spanish and sent to Puerto Rico Theological Seminary.
 - b. The whole task force will participate in judging the entries to the contest.
2. Interseminary Conference
Decision to continue to press for west coast conference in 1980.
3. PACTS funding:

The TF had decided to send \$300 to the PACTS conference and the SC had changed that action to include a request from NAAHA to contribute \$150 from the funds from the Consultation.

Joan Martin noted that this action by the SC was in violation of COWIM's organizational statement and she moved that we return to our earlier decision to contribute \$300 from TF funds (the \$1,000 seed money for west coast Interseminary Conference) according to the first decision - The motion was seconded by Mary Cline Detrick and passed.

It was agreed that the TF not request \$150 from NAAHA for PACTS.

4. Joan moved that the seed money for the West Coast Interseminary Conference be reflected in our bookkeeping as \$700 (minus the \$300 to PACTS). AGREED
5. Joan moved that due to the closure of WUTA and disbandment of the coordinating committee that the decision made to send \$200 to WUTA be rescinded. AGREED
6. It was agreed that the former chairperson of WUTA's coordinating committee ask the former administrator to see that an audit is made of WUTA.
7. SQAG/WUTA History project was discussed and it was decided to request \$7,500 for funding this project.
8. Contact with seminary women - Sid moved that we provide \$500 for travel for three role model women to attend and participate in the Interseminary Conference.
9. Gay/lesbian Seminarians Conference at Harvard, November 8-11: We will send a letter expressing our interest and asking for any report that comes out of the conference.

12/17/79

REPORT OF NAHA CAUCUS

The convenor, Luz Bacerra, was unable to attend because the general assembly of her denomination, Christian Church, is meeting now.

The three persons present, Joan Martin, Dalila Kruger and myself empowered themselves to begin planning for the next Consultation of Ethnic Minority Women as recommended by participants in the first consultation held in April 1978.

Our group agreed this second consultation could not, and need not be, the same "mix" or format as the first. Rather it should be a conscious attempt to call together those persons (either staff and/or officers) directly related to the various ethnic caucuses of the mainline denominations. We would also seek to determine whether there are such caucuses in the smaller denominations.

One objective of the consultation would be to develop a real understanding of the structure of our denominations, similarities, differences; then do an analysis of those structures to determine how caucus can impact their own structures.

Another objective would be to determine what are the three (or more) top priorities or issues for ethnic minority women in the denominations; the women participating would do their own designing to help to find out what they need in leadership training that differs from the needs of men. Further, what would these women want to see developed from the priorities outside the church structure?

The consultation itself will be co-sponsored by the NAHA caucus and the NCC Justice for Women office. Joan Martin is the staff associate for that office.

We have in our budget remaining funds from the first consultation: \$4,058 which is to be used in planning the consultation. We have estimated that of the amount, \$2,000 is needed for two meetings of the planning committee: \$500 for resources and resource people. The remaining \$1,500 will be used for another objective of the consultation, i.e., a newsletter to inform, e.g., ethnic minority about conferences or consultations being held which are pertinent to their concerns. What would develop from the consultation would be that of a basic network model rather than the usual leadership development model.

The Consultation will act as an advisory committee to develop the newsletter - its contents and other resource material. The consultation is planned for spring 1981.

The NAHA Caucus will be requesting \$3,000 from COWIM in 1981 to continue the empowerment of NAHA women in local communities, church and denominational leadership positions.

TASK FORCE ON MODELS OF LEADERSHIP

Present: Pamela Haddon Ford, Ann L. Guild, Janis A. Grubbs, Anne Harrison, Gail Hinand, Dalila Cruz Kruger, Veronica H. Lainer, Joyce Myers, June Nilssen, Mami Politte, Beth Glick-Rieman, Susan Thompson, Marjorie Warner

Convenor: Shelley Finson

The task force discussed our own areas of interest and concern which generally lay in the realm of leadership training for women; support for clergy women; resource material for men working with women; guidelines for multiple staff groups.

We divided into three working groups to discuss three possible tools for the following:

- Group 1. More honest working relationships with men
- Group 2. More growthful working relationships with other women
- Group 3. More visibility of women's ministry

Group 1 - The tool might be a simulated game or a resource paper. This could include aspects of typical breakdown situations between women and men. For instance:

- women's authority is denied;
- a statement of opinion is made as if it is fact;
- male project onto women old images: sex object, sister, lover;
- women are ambivalent in dealing with putdowns because of a sense of double bind - the person is much older; the person is ethnic, etc.;
- the situation calls for a win over someone who has already lost;
- blocks in ourselves as women - our need to be protective/motherly.

Group 2 - This design which would enable women to confront the dynamics of their relationships, the blocks and the strengths that they share. This tool could be used by persons in leadership positions with women's groups as well as by groups themselves.

Group 3 - The developing of video tapes that would illustrate the kind of breakdown that takes place as women are being interviewed for job positions, or chairing a meeting. The tapes might illustrate to seminarians or judicatory committees ways and means of working together.

PLEASE NOTE:

1. Commission members are asked to send in any illustrations which might be used which point to the kind of elements of breakdown in relationships listed above.
2. We would appreciate hearing of any tool that is similar to any of the above proposed ideas (We do not want to reinvent the wheel!).
3. Pamela Haddon Ford, 1028 Hill Place, Carlisle, PA 17013, is making a bibliography of existing resources, simulated games, etc. that are related to our area of concern. Please send her details of any you know.

12/14/79



NATIONAL COUNCIL OF THE CHURCHES OF CHRIST IN THE U.S.A.



PROFESSIONAL CHURCH LEADERSHIP

A unit of the Division of Education and Ministry

475 Riverside Drive, New York, N.Y. 10027 Room 770 (212) 870-2144

M. William Howard
President
Claire Randall
General Secretary
James W. Gunn
Executive

December 3, 1979

Mr. John Novotney
Religious News Service
1472 Belmont Street NW
Washington, DC 20009

Dear John:

Thank you for sending me the copy of the RNS article on the COWIM meeting. I will accept your invitation to offer a critique.

First of all the title is misleading. It suggests that one of the standing commissions of the NCC voted support for Ms. Clark. An error in fact is created when COWIM is represented as a NCC commission and its relationship to the Professional Church Leadership program unit is omitted.

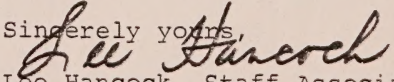
Secondly, Ms. Clark's presentation was not "closed to the press" as you stated. Certainly she requested that she not be quoted directly since a book composed of the material presented was in process. However, no statement was ever issued indicating this session was closed.

Furthermore, I was disappointed in the basic balance of the article. It is obvious that the most interesting and/or noteworthy and down-right sensational aspect of our meeting was our vote of solidarity with Ms. Clark. In the past, it has not been uncommon for COWIM to express controversial positions. However, it is unfair to represent the fall meeting as being focused excessively upon Ms. Clark's presence. Unfortunately, the efforts of our commission in its various task forces, the fundamental work of this group, was totally overlooked in the substance of your article.

Finally, the meeting dates were not October 12, but October 18-20.

Any further reporting you might undertake concerning women in the church I hope will reflect accurately our work and objectives. Sensationalism only serves to undermine our efforts.

cc: Warren Day
Emily Gibbes
Gerald Brenner
Faith Pomponio
Claire Randall
James W. Gunn

Sincerely yours,

Lee Hancock, Staff Associate
for Women in Ministry

DISMISSED METHODIST LESBIAN
WINS NCC COMMISSION BACKING

By Religious News Service (10-22-79)

CHEVY CHASE, Md. (RNS) -- Joan Clark, dismissed last April by the United Methodist Board of Global Ministries after she announced she is a lesbian, has received a resolution of support from a unit of the National Council of Churches.

At its fall meeting here Oct. 20, the NCC Commission on Women in Ministry adopted a statement reading: "We resolve as her (Ms. Clark's) sisters on the Commission Women in Ministry to continue to be in solidarity with her in our ongoing struggle of confronting homophobia in all churches."

"Homophobia" was understood by the 45 persons, attending the Oct. 12-20 meeting here to mean "fear of homosexuals and lesbians."

Ms. Clark gave a talk, closed to the press, during the meeting. Titled "Homophobia in the Church," it was described by some of those hearing it as a "systemic political analysis of the way homophobia functions in the church and in institutions at large in our society, and how people are discredited and silenced by the use, or threat of use of homosexual labels. She also linked homophobia to other issues of justice, for example, racism and sexism."

In other matters, participants at the meeting adopted a resolution "congratulating the Reformed Church in America for deciding to ordain women." They also voted to send a "letter of support" to Sister Theresa Kane, president of the Leadership Conference of Women Religious, "commending the statement she made to Pope John Paul II" Oct. 7 at the Shrine of the Immaculate Conception in Washington.

Conferees observed the fifth anniversary of the establishment of the commission during their meeting, some of them describing its continued existence as an "extraordinary accomplishment."

"We've been through some significant issues during the last five years which have challenged the organization's flexibility and growth," said commission staffer Lee Hancock. "We've confronted our churches on issues when they've acted unfairly to women, but they have continued to fund us."

Issues have included those "critical in the lives of women in all denominations," such as their full participation in the leadership of the church, "sexuality," "vocation power," and "models for leadership," she said.

Ms. Hancock, who anticipates being ordained soon as a clergywoman of the Presbyterian Church in the U.S. (Southern), said she sees "signs of hope for women in the church, although it hasn't been easy."

The relatively recent decisions of the Episcopal Church and Reformed Church in America to ordain women were noted as positive step.

For the first time, a representative of the Women's Ordination Conference, an independent Roman Catholic group seeking the ordaining of women, attended the meeting.

Others attending came from the American Baptist Churches, United Presbyterian Church, Presbyterian Church in the U.S., Episcopal Church, American Lutheran Church, Lutheran Church in America, United Church of Christ, United Church of Canada, United Methodist Church, and Reformed Church in America. They are pastors, in campus ministries, theology students, denominational and judicatory executives and seminary professors.

REFLECTIONS . . . Articles, reports, Biblical reflections, and the resources from the participants in "Theological Perspectives on Women and Violence," a program of Seminary Quarter at Grailville 1978.

Seminary Quarter at Grailville has renamed itself WOMEN UNITED IN THEOLOGIZING AND ACTION to reflect expanded program opportunities and constituency. In 1979 WUTA will offer a six-week residential experience for persons in seminary who want to reflect on the theological implications of women's lives. Two one week programs open to all interested women, "Women and Rural Ministry" and "Theological Perspectives on Violence Against Women," will also be offered at Grailville. One week regional programs will be held in Minneapolis/St. Paul, Ontario, and Atlanta. Participants in all programs help to build a living-learning environment in which they can grow in self-understanding, develop abilities in theologizing from experience, more clearly articulate their faith perspective, explore the interrelationships between sexism, racism and classism, and work toward strategies for institutional and social change.

For further information, write to: Reverend Kathy Nickerson, WUTA Administrative Coordinator
1350 Harvard Blvd., Dayton, OH 45406

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THEOLOGICAL PERSPECTIVES
ON VIOLENCE AGAINST WOMEN

SEMINARY
QUARTER
AT
GRAILVILLE

SUMMER 1978

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GRAILVILLE, LOVELAND, OHIO 45140

1978 SQAG Book, Theological Perspectives on Violence Against Women

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